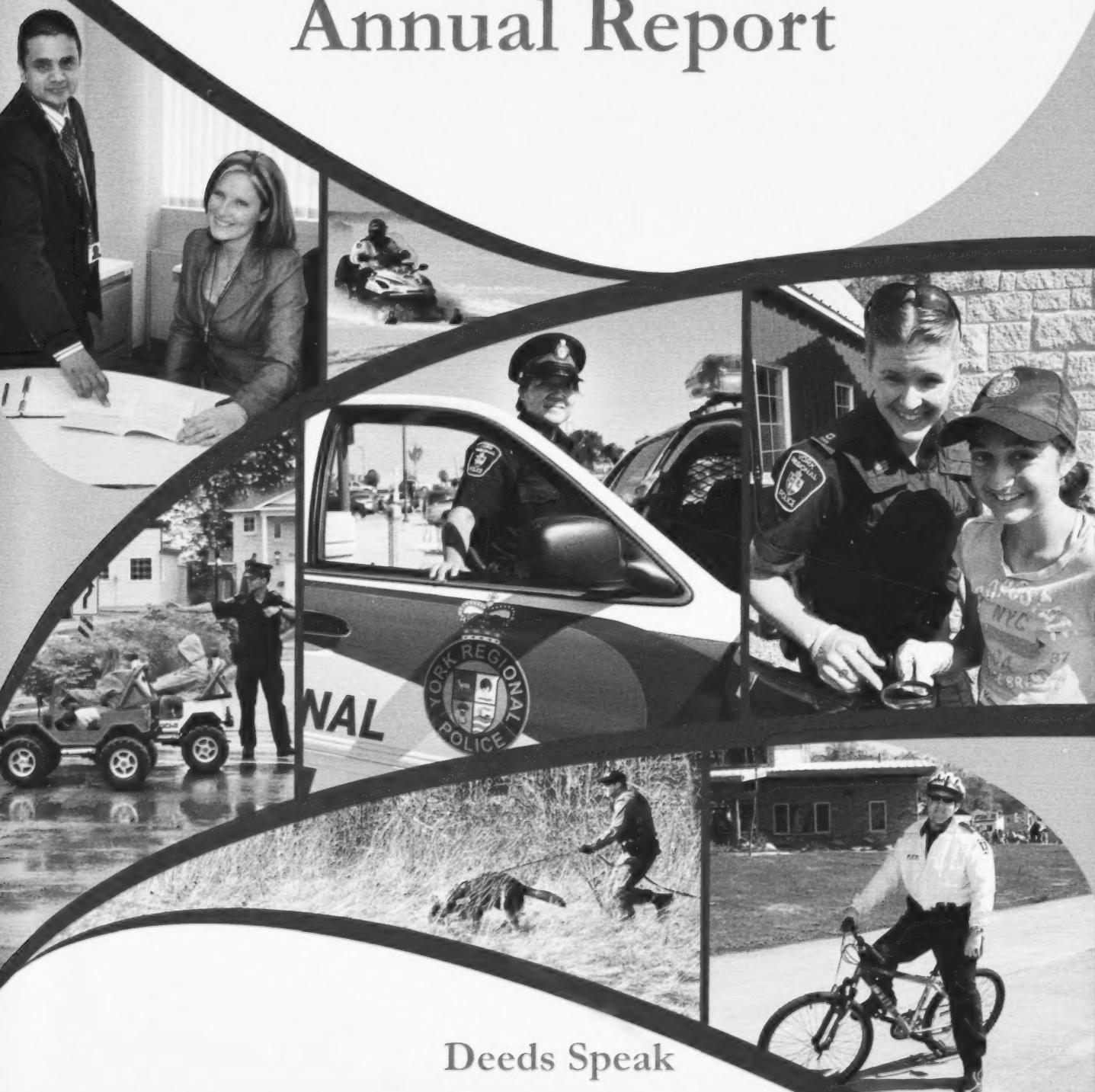


YORK REGIONAL POLICE



2010 Annual Report



Deeds Speak



VISION AND VALUES

SHARED VALUES

Our People

We foster a work environment of respect, open communication, empowerment and inclusivity

Community

We engage our citizens and are dedicated to providing quality service

Integrity

We are ethical and respectful in all we say and do

Leadership

We are leaders in policing and all lead by example

Accountability

We accept responsibility for our actions.

Competence

We are committed to excellence, professionalism, learning and innovation

Teamwork

We succeed by working together and in partnership with our community

Our Vision

To make a difference in our community

Mission Statement

We will ensure our citizens feel safe and secure through excellence in policing





TABLE OF CONTENTS

Vision and Values.....	Inside Front Cover
Message from the Police Services Board.....	2
Message from the Chief of Police	3
Our People, Our Community	6
Map of York Region	8
Police Districts	
#1 District	9
#2 District	10
#3 District	11
#4 District	12
#5 District	13
Vision-inspired	14
Support Services	16
Investigative Services	18
Joint-Forces Operations and Internal Task Forces	22
Community Services Bureau	23
Mission-focused	24
York Regional Police Senior Officers	26
Executive and Administrative Services	28
Information Services	30
Staff Services	32
Diversity and Cultural Resources Bureau	33
Values-driven	34
York Regional Police Organizational Chart	36
Business Plan and Statistics	38
Service Excellence	42
Code of Professional Ethics	
	Inside Back Cover





MESSAGE FROM THE CHAIRMAN

Chairman Danny Wheeler

**Regional
Municipality of
York Police
Services Board**



and elected Barbara Bartlett as its Vice-Chair. In December, the Board appointed Deputy Chief Eric Jolliffe to serve as the seventh Chief of York Regional Police following Chief Armand La Barge's retirement after 37 years of service.

The Board is committed to providing the best and most cost-effective policing services in Canada. In 2010, police visibility in our communities was enhanced by increasing the complement to 1,433 officers and 520 civilians. The Board's resolution, urging Health Canada to require building inspections as a condition for licensing to produce medical marihuana, was supported by the Canadian Association of Police Boards, the Ontario Association of Police Services Boards, the Federation of Canadian Municipalities, the Association of Municipalities of Ontario and local municipalities in York Region.

In 2010, the Board presented its 2010 Civic Leadership Award to Gary Thompson for his extensive commitment to community service. Numerous programs and events supporting safer communities received over \$51,000 in contributions from the Board's Public Relations Fund. Some of those include the Association of Black Law Enforcers, Beth Chabad Israeli Centre, Canadian Crime Victim Foundation, Community Safety Village, Special Olympics Ontario, Women's Support Network of York Region and Yellow Brick House.

Monthly presentations at the Board's public meetings attracted more than 300 citizens to hear presentations on mental health issues and the police response, safety of persons with a disability and crimes against children.

I would like to thank the Board for its vision and leadership, Chief Eric Jolliffe for his ongoing commitment to the service and the citizens for their ongoing partnerships in keeping the region safe and secure.

On behalf of the Police Services Board, I am pleased to present the Board's achievements in 2010. York Region remains one of the safest places to live largely to a strong and dedicated police service and to the citizens and partners who work with York Regional Police in keeping our communities healthy and secure.

In 2010, the Board welcomed provincial appointee John Molyneaux, paid tribute to former member Joe Persechini for his years of dedicated service



MESSAGE FROM THE CHIEF OF POLICE



On behalf of all the men and women of York Regional Police, I am pleased to present the 2010 Annual Report. These pages highlight the successes our organization has achieved thanks to the courage and conviction of our police officers and the dedication and hard work of our valued civilian members.

I am proud to say York Region remains among the safest communities in Canada, with the 2010 overall crime rate decreasing by 3.8 per cent. This would not be possible without the continued support of the Regional Municipality of York Police Services Board, regional and local councils and the strong partnerships we share with our community.

Deputy Chief Bruce Herridge and I would like to offer a special thanks to former Chief Armand La Barge, who retired in December 2010, for the strides York Regional Police made in the eight years of his tenure.

I look forward to continuing to build an organization that is vision-inspired, mission-focused and values-driven and I take pride in the contribution our organization makes to this richly-diverse community each and every day. Deeds Speak.

FRENCH – MESSAGE EN PROVENANCE DU CHEF DE POLICE

Au nom des hommes et des femmes de la police régionale de York, je suis heureux de présenter le rapport annuel de 2010. Ce document souligne le succès que notre organisation a connu grâce au courage et aux convictions de nos agents de police et du dévouement et du travail acharné de nos précieux membres civils.

Je suis fier d'indiquer que la région de York est encore l'une des communautés les plus sûres au Canada et notre taux global de criminalité pour 2010 a diminué de 3,8 pour cent. Cela n'aurait pas été possible sans l'appui continu de la Commission des services policiers de la municipalité régionale de York, des conseils régionaux et locaux et du partenariat vigoureux que nous partageons avec notre communauté.

Le chef adjoint, Bruce Herridge, se joint à moi pour remercier chaleureusement l'ancien chef, Armand La Barge, qui a pris sa retraite en décembre 2010, pour les progrès réalisés par la police régionale de York au cours des huit années où il a été à la direction du service.

Je me réjouis à l'idée de constituer une organisation qui est inspirée par sa vision, qui est concentrée sur sa mission et ses valeurs; je suis également fier de la contribution que notre organisation peut apporter chaque jour à cette collectivité très diversifiée.

Nos actes sont nos messagers.

MESSAGE FROM THE CHIEF OF POLICE



TRADITIONAL CHINESE - 警察總長的話

謹代表約克區警隊全體仝人，發表2010週年報告。報告主要展示我們組織的成就，而這一切都是有賴警務人員的勇氣和信念，以及我們全體文職人員的貢獻與努力。

很高興能夠告訴大家，約克區仍是加拿大最安全的社區之一，於2010年整體罪案率下降了3.8%。若非得到約克區警政委員會、區域及本地議會，以及社區與我們之間穩健的伙伴關係，我們不可能取得如此成就。

本人與副總長Bruce Herridge特別希望鳴謝於2010年12月退休之前任總長Armand La Barge，感謝他在八年的任期内帶領約克區警隊不斷邁步向前。

本人期望能繼續建立警隊，成為視野遠大、有使命感及價值為本的組織，並為我們每天為此多元社區所作的貢獻引以自豪。

行動勝於一切。

FARSI - پیام فرمانده پلیس

اینجانب افتخار دارم که به غایبندگی تمامی کارخانان زن و مرد پلیس منطقه یورک گزارش سال 2010 را به شما ارایه دهم. این صفحات حاکی از موفقیت هایی است که سازمان ما به لطف شجاعت و پایداری افسران پلیس ما و تلاش طاقت فرسا و فداکاری های گرانقدر ما به دسته آمده است.

اینجانب با افتخار اعلام می کنم که منطقه یورک همچنان از امن‌ترین مناطق کانادا بوده و میزان ارتکاب جرم در سال 2010 در مجموع 3.8 درصد کاهش یافته است. این دستاورد با ارزش بدون حمایت بی وقفه هیأت خدمات پلیسی شهرداری منطقه یورک، شوراهای منطقه ای و محلی و مشارکت گسترده افراد جامعه مکن نبود.

اینجانب و معاون ارشد پلیس، بروس هریج (Bruce Herridge) از فرمانده قبلی، آرمانت لا بارگ

(Armand La Barge) که در دسامبر 2010 بازنشسته شد، به خاطر تلاشهای پلیس منطقه

بورک در مدت هشت سال خدمت او نهایت تشکر و قدردانی را داریم.

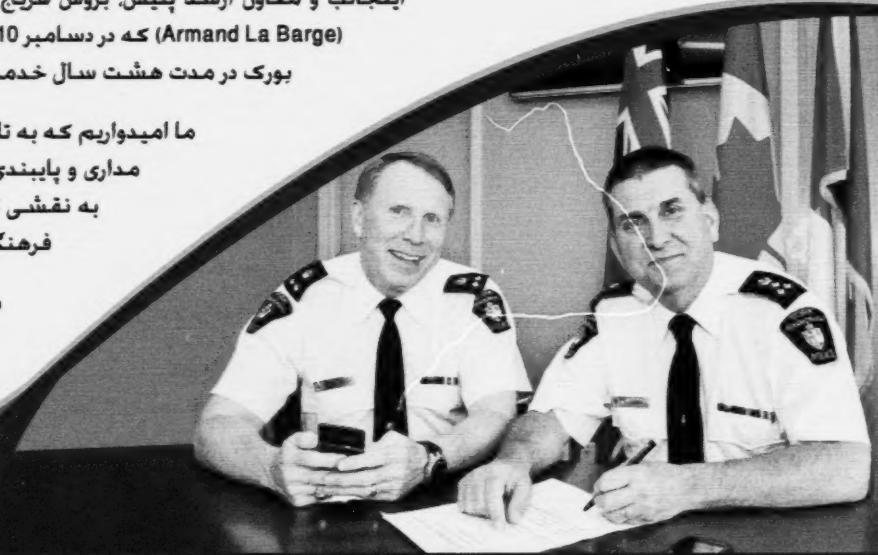
ما امیدواریم که به تلاش خود برای ساختن سازمانی با بینش بلند، وظیفه

مداری و پایبندی به ارزشها ادامه دهیم و اینجانب افتخار می کنم

به نقشی که سازمان ما همواره در این جامعه سرشار از تنوع

فرهنگی ایفا کرده است.

دو صد گفته چون نیم کردار نیست.



MESSAGE FROM THE CHIEF OF POLICE



ITALIAN – MESSAGGIO DAL CAPO DELLA POLIZIA

A nome di tutti gli uomini e di tutte le donne della Polizia Regionale di York, sono lieto di presentare il Rapporto Annuale 2010. In queste pagine si è dato rilievo ai successi ottenuti dalla nostra organizzazione, grazie al coraggio e alla convinzione dei nostri funzionari di polizia, nonché alla dedizione e all'arduo lavoro svolto dai nostri preziosi civili.

Sono orgoglioso di affermare che la Regione di York rimane una delle comunità più sicure del Canada, con una riduzione nella percentuale di crimini nel 2010 pari al 3,8 per cento. Tutto ciò non sarebbe stato possibile, senza il costante supporto da parte del Comune Regionale del Services Board (Comitato servizi) della Polizia di York e dei Consigli regionale e locale, e la valida partnership che condividiamo con la nostra comunità.

Io e il vice capo Bruce Herridge desideriamo ringraziare in modo particolare l'ex capo Armand La Barge, andato in pensione nel mese di dicembre 2010, per tutti i progressi ottenuti dalla Polizia Regionale di York nel corso degli otto anni di svolgimento del suo ruolo.

Spero di poter continuare a costruire un'organizzazione inspirata all'intuizione, orientata alle missioni e stimolata dai valori e sono orgoglioso del contributo che la nostra organizzazione può offrire ogni giorno a questa comunità così sontuosamente diversa.

I fatti parlano da sé.

RUSSIAN – ОБРАЩЕНИЕ НАЧАЛЬНИКА ПОЛИЦИИ

С большим удовольствием от лица всех служащих Региональной полиции Йорка я представляю «Годовой отчет за 2010 г.». На его страницах освещаются успехи, достигнутые нашей организацией благодаря храбрости и убежденности полицейских и усердной работе гражданских служащих полиции.

Я горжусь тем, что регион Йорка продолжает относиться к самым безопасным населенным пунктам Канады. За 2010 г. общий уровень преступности в нем снизился на 3,8%. Это стало возможным благодаря непрекращающейся поддержке Совета регионального муниципалитета Йорка по вопросам полицейской службы (Regional Municipality of York Police Services Board), региональных и местных советов, а также благодаря крепкому сотрудничеству с жителями нашего региона.

Мне совместно с заместителем начальника полиции Брюсом Херриджем (Bruce Herridge) хотелось бы особо поблагодарить бывшего начальника полиции Арманда Ла Баржа (Armand La Barge), ушедшего на пенсию в декабре 2010 г. за те успехи, которых удалось добиться Региональной полиции Йорка за восемь лет его пребывания в данной должности.

Надеюсь, что мы будем продолжать строить организацию со своей концепцией развития, стремящуюся исполнить свою миссию и работающую в соответствии со сложившейся шкалой ценностей. Я горжусь ежедневным вкладом нашей организации в это общество с его богатым культурным многообразием.

Наши дела говорят сами за себя.





OUR PEOPLE OUR COMMUNITY

Thank you Detective Constable Alex Samitz for participating at our annual Unto Every Person There is a Name, B'nai Brith Canada's commemorative Yom Hashoah program. It was most emotional to hear the names, ages and places of residence of Holocaust victims being read and giving a voice to those that can no longer speak.

תודה לך הבלש אלקס סמיץ על השתתפותך בכנס השנתי שלנו "לכל איש יש שם", התוכנית של ארגון בני ברית קנדה לזכר יום השואה. זה היה מאוד מרגש לשמוע את הקראת השמות, גילאים ומקום מגורייהם של קורבנות שואה ולחת קול לאלה אשר קולם לא יכול להישמע.

My daughter received one of your gorgeous blankets through Doane House Hospice, courtesy of members of B Platoon in Communications. The blanket she received at Christmas was appreciated. Thank you to the members who participated in this initiative.

제 딸이 Doane House Hospice로부터 커뮤니케이션즈 B소대 소속 회원들에게 무료 제공되는 근사한 담요를 받았습니다. 딸이 크리스마스 때 담요를 받아 고마워하고 있습니다. 이번 프로그램에 참여해 주신 회원분들께 감사 드립니다.

I had an opportunity to attend the Peace Tree Day program today and was very impressed with the overall knowledge and education that was conveyed throughout the day. In particular, Staff Sergeant Jim MacSween did an amazing job of sharing the details in a professional and confident manner.

ਮੈਨੂੰ ਅੱਜ ਪੀਸ ਟ੍ਰੀ ਦਿਵਸ (Peace Tree Day) ਦੇ ਪ੍ਰੋਗਰਾਮ ਵਿੱਚ ਸ਼ਾਮਲ ਹੋਣ ਦਾ ਮੌਕਾ ਦਿੱਤਾ ਗਿਆ ਅਤੇ ਮੈਂ ਉਸ ਸਮੁੱਚੇ ਗਿਆਨ ਅਤੇ ਜਾਣਕਾਰੀ ਤੋਂ ਕਾਫ਼ੀ ਪ੍ਰਭਾਵਿਤ ਸੀ ਜੋ ਦਿਨ ਭਰ ਪ੍ਰਦਾਨ ਕੀਤਾ ਗਿਆ। ਖਾਸਕਰ, ਸਟਾਫ ਸਾਰਜੰਟ ਜਿਮ ਮੈਕਸਵੀਨ (Jim MacSween) ਨੇ ਪੇਸ਼ੇਵਰ ਢੰਗ ਨਾਲ ਅਤੇ ਦਲੇਗੀ ਨਾਲ ਜਾਣਕਾਰੀ ਨੂੰ ਸਾਂਝਾ ਕਰਨ ਦਾ ਚਮਤਕਾਰੀ ਕੰਮ ਕੀਤਾ ਹੈ।



OUR PEOPLE OUR COMMUNITY



On behalf of the Clearmeadow community, thank you Constable Craig Hazlett for committing time and resources to help keep our children safe. The bicycle clinic was so much fun for the students and provided a memorable way to message the importance of wearing a helmet, riding skilfully and keeping your vehicle in good condition.

En nombre de la comunidad de Clearmeadow, le agradezco, agente Craig Hazlett, por dedicar tiempo y recursos a ayudar a mantener a nuestros niños a salvo. La clínica de bicicletas resultó muy divertida a los estudiantes y les comunicó, de una manera memorable, la importancia de usar casco, andar con habilidad y mantener sus vehículos en buenas condiciones.

A friend recently went missing and was thankfully found. Constables Mike Morrison, Mike Tighe and John Alexander were investigating this incident and I have nothing but admiration for their performance, compassion and hard work in finding my friend. I am proud and thankful.

எனது நண்பர் ஒருவர் சமீபத்தில் காணாமல்போய், அதிர்வெட்வசமாகக் கண்டுபிடிக்கப்பட்டார். இந்நிகழ்வை மைக் மாரிசன், மைக் டைக் மற்றும் ஜான் அலெக்ஸாண்டர் ஆகிய கான்ஸ்டபிள்கள் புலனாம்வு செய்தனர் மற்றும் எனது நண்பரைத் தேடிக் கண்டுபிடிப்பதில் அவர்கள் காட்டிய செயல்திறன், மனதநேயம் மற்றும் கடின உழைப்பு என் மனதை வெளுவாகக் கவர்ந்தது. நான் மிகவும் பெருமை கொள்வதுடன், எனது நன்றியையும் தெரிவித்துக்கொள்கிறேன்.

At about noon hour on Friday, July 23, I was involved in an accident in the Town of Markham, during which I sustained a serious injury. I will always remember the calming approach of Constable Kevin Murphy when I was in such shock and pain. I'm glad you were there and thank you for your kindness.

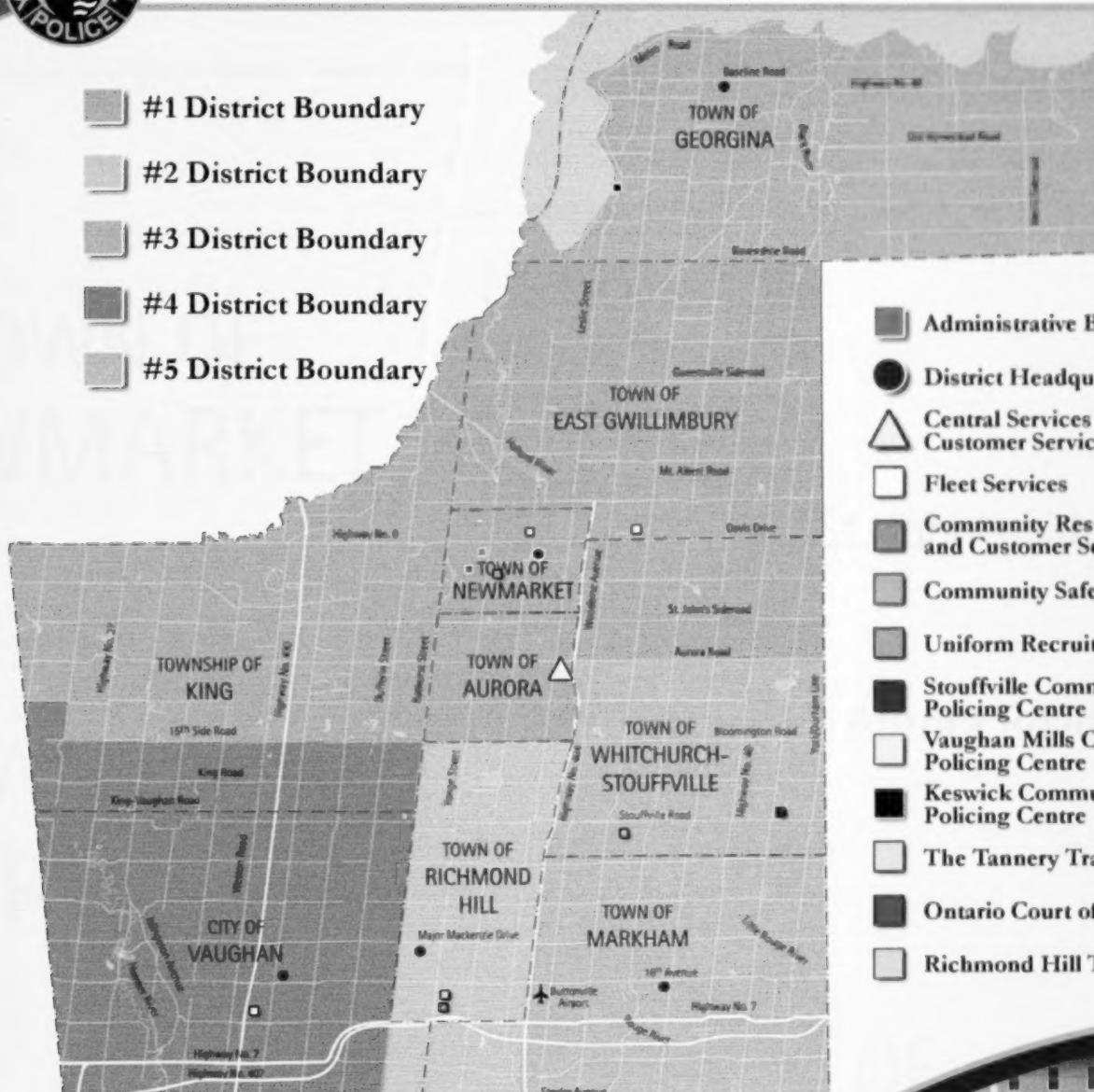


بروز جمعہ، 23 جولائی کو تقریباً دوپہر کے وقت مرخم شہر میں میرے ساتھ ایک حادثہ ہو گیا، جس میں مجھے سنگین چوٹیں آئیں۔ جب میں انہائیں صدمے اور نکلیف میں مبتلا تھا تو کانسٹیبل کبون مرฟی نے مجھے پرسکون کرنے کی جو کوششیں کیں اسے میں پہمیشہ یاد رکھوں گا۔ مجھے خوشی ہے کہ آپ وہاں موجود بیس اور آپ کی مہربانی کبلئے میں آپ کا شکرگزار ہوں۔



MAP OF YORK REGION

- #1 District Boundary
- #2 District Boundary
- #3 District Boundary
- #4 District Boundary
- #5 District Boundary



To locate your district or for more information on York Regional Police, please visit yrp.ca

#1 DISTRICT

Our proactive response to policing the municipalities within #1 District boundaries was enhanced in 2010.

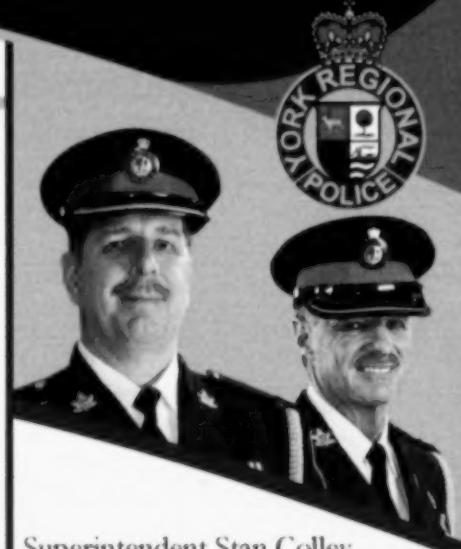
A comprehensive needs-assessment report related to projected criminal activity, crime trends and traffic challenges assisted our members in addressing criminal activity and planning enforcement initiatives and crime prevention programs that work.

One example of the great work our frontline officers are doing was a three-month probe into street-level drug trafficking. The investigation resulted in more than \$85,000 in drugs being removed from our streets and the recovery of more than \$17,000 in stolen property. The investigation also included intelligence gathering, which was used

to support requests for search warrants later executed at locations where drug dealers were known to live.

Another initiative undertaken in 2010 focused on traffic safety. Throughout the year officers conducted traffic enforcement and education initiatives in areas identified by our needs-assessment report as needing increased police attention. Speed reduction, seatbelt safety and device-free driving enforcement, as well as bicycle and pedestrian safety initiatives, helped keep our neighbourhoods safe.

Crime reduction and safety programs to prevent thefts from vehicles, thefts of vehicles and damage to property were also top priorities for district staff. Officers conducted several projects that combined enforcement and crime prevention awareness, focusing on educating the public on how to protect themselves from being victims of crime. District officers also developed projects that focused on graffiti eradication, drug awareness and liquor licence enforcement to address public concerns.



Superintendent Stan Colley
Inspector Rick McCabe

#1 DISTRICT QUICK FACTS

- The 180 sworn members and seven civilian staff assigned to #1 District Headquarters are supported by district commanders Superintendent Stan Colley and Inspector Rick McCabe
- Officers patrol a population of 189,267 citizens living in the areas of Aurora, East Gwillimbury and Newmarket, as well as the northern reaches of Whitchurch-Stouffville and the Township of King
- Although these communities continue to grow they have maintained their rural roots





Superintendent Karen Noakes
Inspector Graeme Turl

#2 DISTRICT QUICK FACTS

- Located in the Town of Richmond Hill, #2 District Headquarters is served by 205 sworn and seven civilian members who continue to focus on providing superior law enforcement and crime prevention programs to a population of 283,938 citizens living in the Town of Richmond Hill and the Thornhill area of the Town of Markham and City of Vaughan
- Officers are supported by district command staff, Superintendent Karen Noakes and Inspector Graeme Turl

#2 DISTRICT

During 2010, one focus for members of #2 District was an increase in residential break and enters, a trend that was identified by district crime analysts. A variety of initiatives were undertaken throughout the year to address the concerns related to these crimes.

In one such investigation, eight Criminal Code search warrants were executed and a large quantity of stolen property was recovered, including laptops, jewelry and electronics.

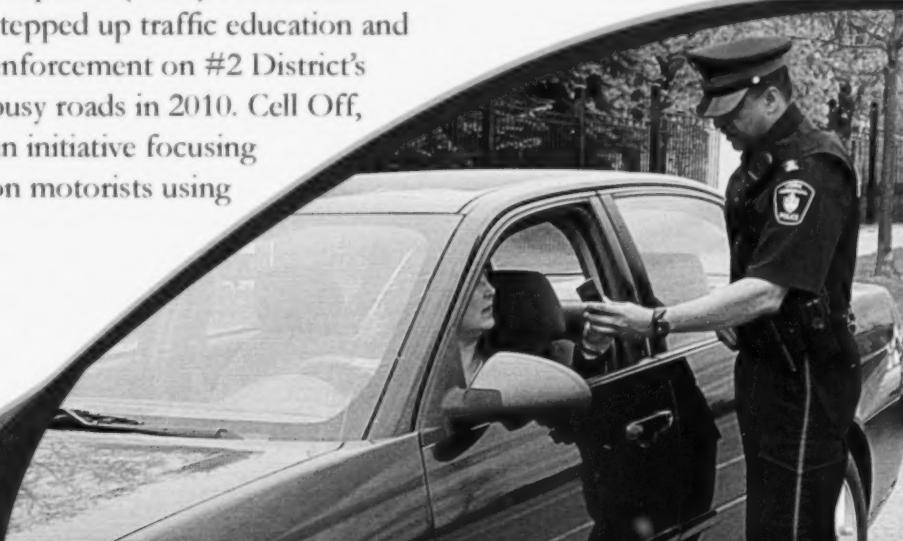
Members of the Criminal Investigations Bureau worked diligently to identify the rightful owners of the seized property and return it to them. Twenty-four people were arrested and charged with a total of 77 offences.

Frontline officers working with Community Oriented Response (COR) officers also stepped up traffic education and enforcement on #2 District's busy roads in 2010. Cell Off, an initiative focusing on motorists using

hand-held electronic devices while driving resulted in 97 charges during a four-month period. After a three-month education period, police officers began issuing tickets for the use of hand-held devices while driving on February 1, 2010.

Officers also participated in traffic awareness and enforcement initiatives focused on intersection safety, seatbelt enforcement, suspended drivers and misuse of High Occupancy Vehicle lanes.

Officers within the COR Unit also partnered with members of the Town of Richmond Hill Bylaw Office and the Alcohol and Gaming Commission of Ontario to ensure owners and managers of licensed establishments were aware of their responsibilities under the Liquor Licence Act.



Deeds Speak

#3 DISTRICT

The rural and recreational nature of #3 District communities creates policing challenges not seen anywhere else in York Region. As a result, routine police patrols in our parks, towns and along our waterfront include the use of All Terrain Vehicles (ATVs), bicycles, snowmobiles and five marine vessels. This all-season approach to policing ensures a continued focus on community safety both for residents and visitors.

The 10-member Marine Unit plays an important role in keeping Lake Simcoe and other #3 District waterways safe and their skills are regularly put to the test. In 2010, they responded to close to 400 calls for service.

One of many distress calls in 2010 occurred in August when

two recreational boaters enjoying some fun on Lake Simcoe lost control at high speed and crashed.

Members of the Marine Unit attended Roches Point and found a twin hull, off-shore racing boat capsized and badly damaged. A 65-year-old man and his 33-year-old son were seriously injured. With the help of nearby boaters, one of whom performed CPR on the older victim, the injured men were pulled from the water and transported to hospital.

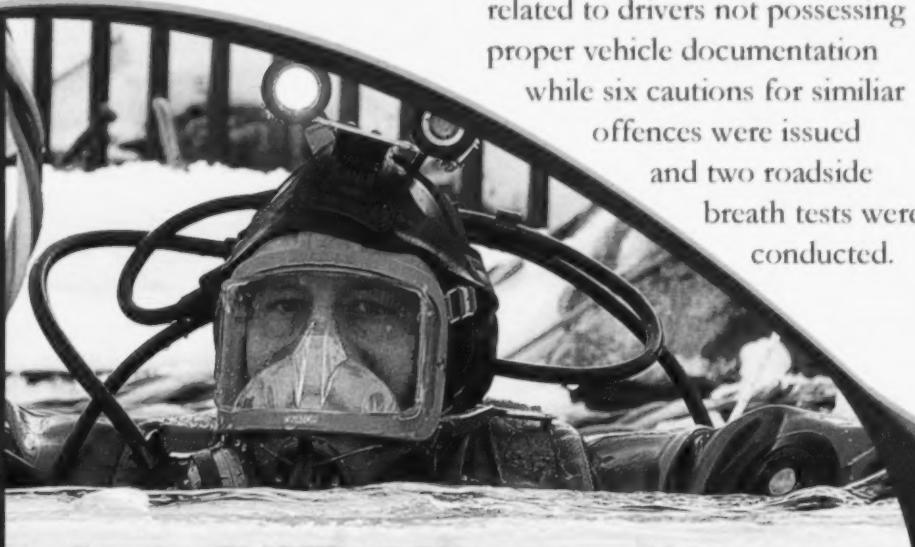
During the winter, Marine Unit officers, working with Traffic Bureau members and officers from the Ontario Provincial Police, used snowmobiles to conduct daily inspections along the Maskinonge River in the Town of Georgina, selected areas of Lake Simcoe and on local snowmobile trails. As a result, 285 snowmobiles and 83 ATVs were stopped. Officers issued 24 tickets for offences related to drivers not possessing proper vehicle documentation while six cautions for similar offences were issued and two roadside breath tests were conducted.



Superintendent Mark Tatz
Inspector Heidi Schellhorn

#3 DISTRICT QUICK FACTS

- Superintendent Mark Tatz and Inspector Heidi Schellhorn lead the 102 sworn officers and four civilian members assigned to #3 District Headquarters located in the Town of Georgina. Collectively they support the 47,645 residents living in the recreational area, which borders the shores of Lake Simcoe
- The 10-member Marine Unit is an important resource to district staff and outdoor enthusiasts who frequent the community and waterways in both summer and winter months





Superintendent Tony Cusimano
Inspector Les Young

#4 DISTRICT QUICK FACTS

- The 227 sworn officers and seven civilian members of #4 District Headquarters are led by Superintendent Tony Cusimano and Inspector Les Young. Members serve 270,886 residents living in the City of Vaughan and southern King Township.
- The area is one of the fastest-growing municipalities in Canada and is very diverse, with over 70 languages spoken by Vaughan residents.

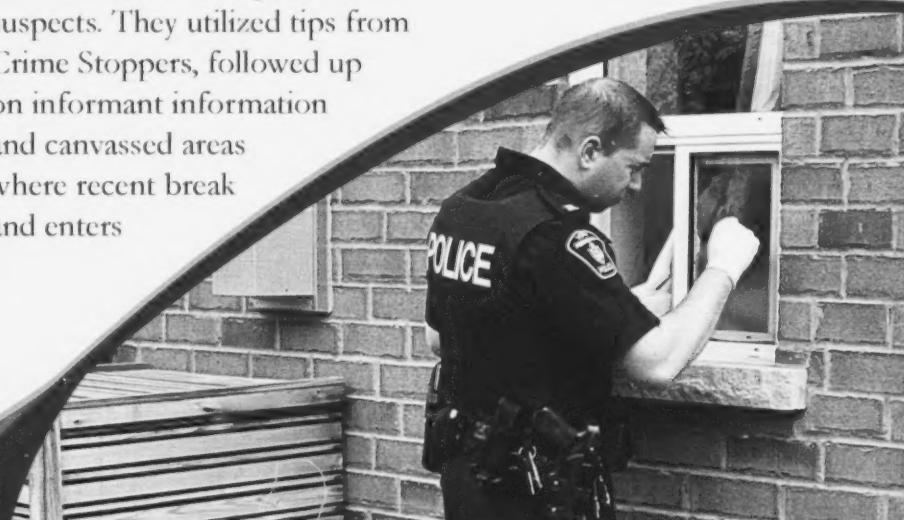
#4 DISTRICT

Located along the southernmost border of the region, #4 District crime is sometimes committed by people living outside its boundaries. In 2010, there was a rash of residential break and enters that investigators believed were being committed by criminals from outside York Region. Between January and April, there were 105 occurrences reported to police, 38 per cent of which occurred during evening hours. On some occasions, the homeowners were asleep in their residence while the offenders were inside their homes. This trend posed a serious risk to public safety.

To catch the individuals responsible, investigators launched Operation Nightcrawler. Team members worked closely with district crime analysts and neighbouring police services to collect data on occurrences and potential suspects. They utilized tips from Crime Stoppers, followed up on informant information and canvassed areas where recent break and enters

had occurred. Uniform and undercover officers were then strategically deployed throughout targeted areas to root out the offenders. Long periods of continuous surveillance were maintained on suspects throughout the initiative, eventually leading to their apprehension.

Overall, the initiative resulted in a total of 16 arrests and 127 criminal charges laid, which led to a dramatic decline in residential break and enters in the area. Additionally, the investigative team recovered \$81,140 in stolen property, much of which was returned to their rightful owners. Bringing together a diverse set of knowledge, skills, and abilities from both uniform and civilian staff exemplified the teamwork needed to keep our community safe.



#5 DISTRICT

It is rare that police are called into action to deal with a downed aircraft, however, in 2010, York Regional Police responded to two such calls in less than a month.

On May 25, 2010 at 12:30 p.m., police were called to Woodbine Avenue in the Town of Markham after a single-engine aircraft crashed on top of a two-storey industrial building.

Witnesses told police smoke could be seen coming from the aircraft just after it took off from Buttonville Airport. The plane then banked hard to the left, lost altitude and crashed on top of a building. Sadly, two people perished in the crash.

Just 26 days later, on June 20, 2010, at 5:29 p.m., during the height of rush hour, the York Regional Police

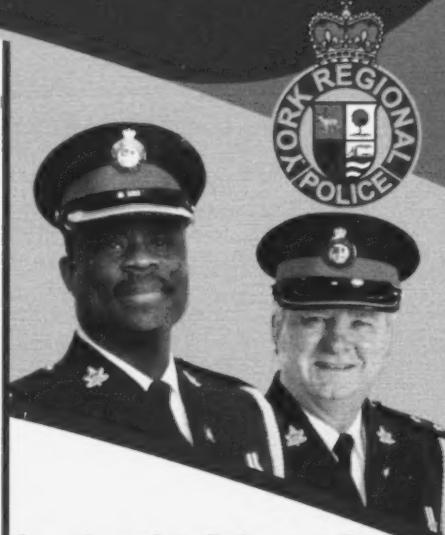
Communications Centre was inundated with calls about an airplane crash at the northwest corner of Highway 404 and 16th Avenue.

Witnesses told police that an aircraft had lost speed and altitude before crashing nose-first into a parking lot. The pilot did not survive.

In the first hour following the incident, 52 police units responded to the scene. They set up a perimeter to keep vehicle and pedestrian traffic out of the area, evacuated the nearby buildings, interviewed witnesses and worked in conjunction with emergency medical services and fire personnel.

Preparedness, coordination and communication were key elements in managing these large-scale emergency calls. Teamwork on the part of dispatchers and the first officers on the scene, combined with strategic oversight on the part of senior personnel, ensured a well-executed response.

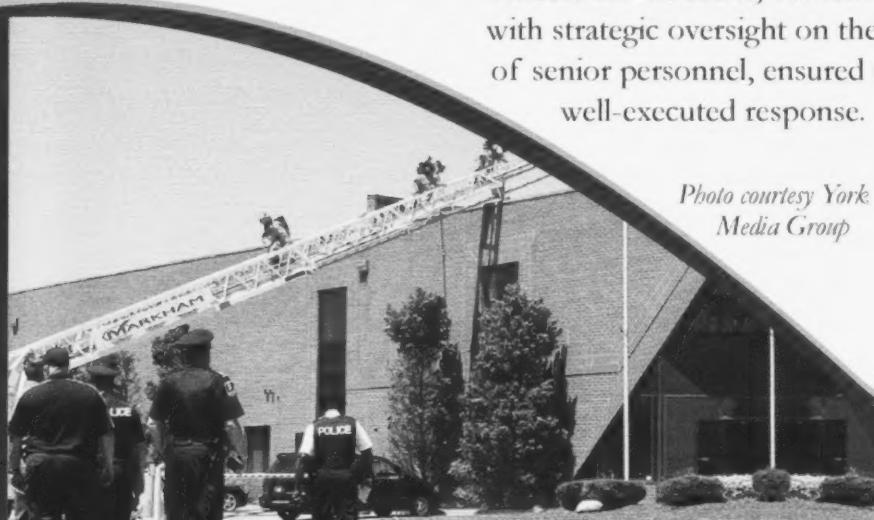
Photo courtesy York Region Media Group



Superintendent Robertson Rouse
Inspector John Burness

#5 DISTRICT QUICK FACTS

- With a population of more than 270,247, Superintendent Robertson Rouse and Inspector John Burness, supported by 207 police officers and seven civilian members, work hard to provide policing services to the culturally-rich communities of Markham and the southern area of Whitchurch-Stouffville
- According to the 2006 census, the Town of Markham has the greatest number and percentage of visible minorities in the country at 65.4 per cent





VISION-INSPIRED

EMPOWERING TOMORROW'S LEADERS

For members of York Regional Police Community Services, building bridges with young people is the key to tomorrow's safer communities. With the goal of developing future leaders and positive role models, they hosted the very first Youth Empowerment Summit in 2010.

Held on October 1, 2010, at the Community Safety Village of York Region, the first annual Youth Empowerment Summit brought together over 200 deserving York Region high school students from Grades 9 and 10.

The aim of the summit was to give young people the advice, guidance and tools they need to mature into successful adults.

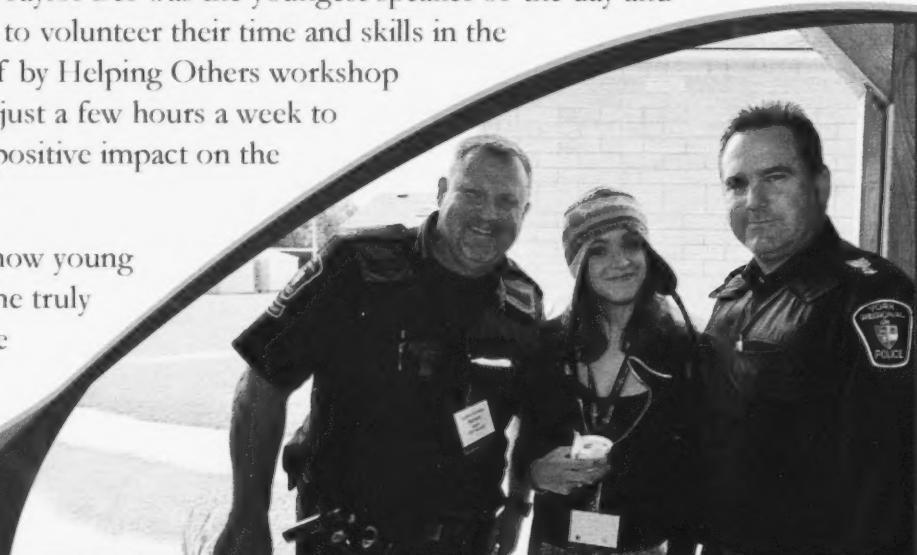
"Young people need to have positive role models and they need to become positive role models themselves. The Youth Empowerment Summit is all about bringing together community leaders to inspire kids and show them how they can make a difference in their schools, their communities and the world," explained Staff Sergeant Jim MacSween of the York Regional Police Community Mobilization Bureau.

Keynote presenters at the event included motivational speaker Andy Thibodeau and Michelle Dagnino, who is the founder of four nationally-recognized social change organizations. Michelle and Andy challenged the young people to get engaged in their community and make a commitment to becoming true leaders today and in the future.

The young people also had the opportunity to participate in a series of breakout sessions centred on the themes of leadership skills, global issues, personal and social responsibility, business skills, mentorship and resumé building and interview skills.

Richmond Hill high school student Taylor Ber was the youngest speaker of the day and led a session that inspired her peers to volunteer their time and skills in the community. In her Helping Yourself by Helping Others workshop Taylor talked about how dedicating just a few hours a week to an organization in need can have a positive impact on the world.

"Taylor is a wonderful example of how young people can make a big difference. She truly exemplifies the York Regional Police motto of Deeds Speak," said Staff Sergeant MacSween.



VISION-INSPIRED



Other speakers included award-winning journalist Spider Jones, who shared his inspirational life story and drove home the importance of making positive lifestyle choices. Paul Cooper, a successful business professional, led the teens through team-building and communication activities and Baron Manet, a marketing expert, discussed the impact of media and social media.

A highlight of the day was a presentation by Paralympian Tracey Ferguson. Tracey has been a member of five Paralympic teams and was a member of the gold medal-winning wheelchair basketball teams in 1992, 1996, 2000 and of the bronze medal-winning team in 2004. Tracey shared how her competitive spirit and positive attitude allowed her to reach her goal of becoming a world-class athlete despite becoming paralyzed at the age of nine after spinal surgery.

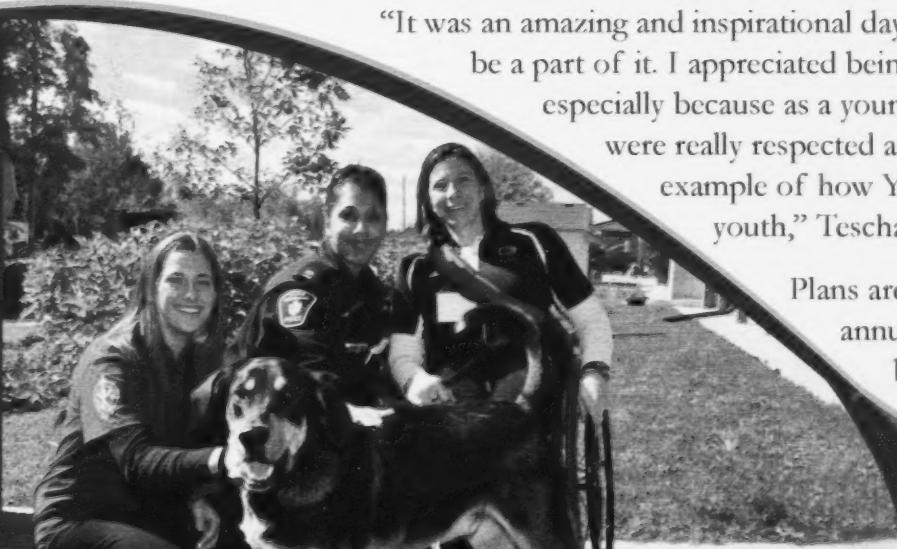
"Watching the police officers, staff and volunteers engage with the kids really showed the power of human interactions in building a strong and positive relationship with the community. The enthusiasm of everyone involved was contagious and I'm proud that I was able to share my experiences with the young people that were there," said Tracey.

Students were able to peruse a community fair on their breaks, where community agencies assisted them with finding summer jobs and volunteer opportunities. The teens were also given the opportunity to meet with local business leaders and get one-on-one advice on education and career planning.

Organized by a team of York Regional Police officers, civilian staff and community volunteers, the event was funded through the Community Safety Village Golf Tournament, which raises money every year to help create outstanding educational opportunities for youth of all ages.

Much of the program's success can be attributed to the enthusiastic community volunteers like local teen Tescha Payne who helped plan and run the day itself. Tescha is a member of the Chief's Youth Advisory Council and is an active volunteer with York Regional Police.

"It was an amazing and inspirational day and I'm so happy that I was able to be a part of it. I appreciated being included in the planning process, especially because as a young person my opinions and ideas were really respected and heard. My involvement is just one example of how York Regional Police cares for today's youth," Tescha explained.



Plans are already in motion for the second annual Youth Empowerment Summit to be held in the fall of 2011.



SUPPORT SERVICES

Emergency Support Bureau

The 23 sworn members of the Emergency Support Bureau deal with situations beyond the safe operating limits of frontline York Regional Police officers including the apprehension of armed or barricaded persons, hostage rescues, crisis intervention and bomb disposal. Team members work in the Emergency Response Unit (ERU) and the Explosives Disposal Unit (EDU).

In 2010, the ERU acquired a Tactical Support Vehicle, an armoured truck capable of safely transporting team members into potentially dangerous situations. The 30,000-pound vehicle provides ballistic and blast protection for officers dealing with high-risk situations involving firearms or explosives.

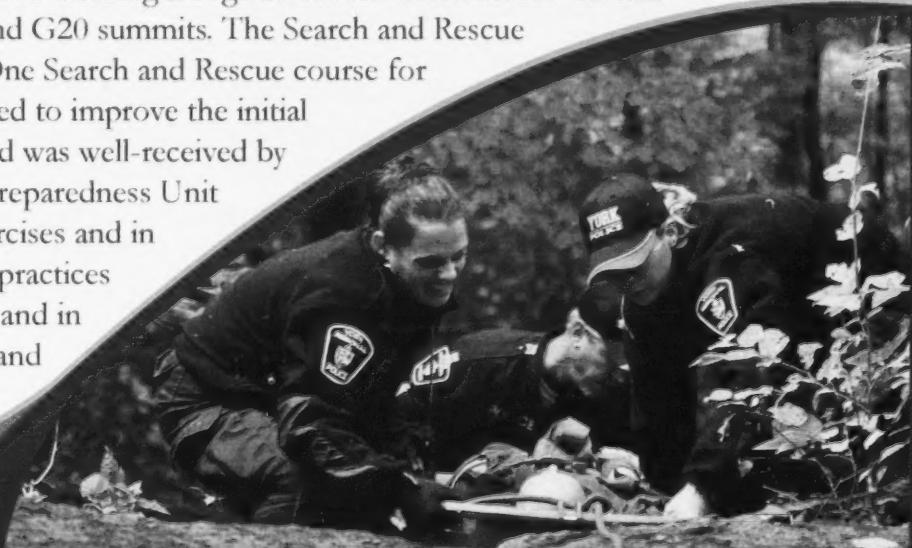
A new Remote-Operated Vehicle for safely investigating bomb threats or suspicious packages was delivered to the EDU in 2010. Members of the bureau also participated in security operations at the G8 and G20 summits, providing tactical support to the Public Order Unit.

Support Services also includes the Critical Incident Management Team, whose members ensure a coordinated response to incidents of armed or barricaded person(s) or hostage situations.

Operational Support Bureau

The 26 sworn and two civilian members of the Operational Support Bureau provide operational support to frontline and specialized units within York Regional Police. The bureau is comprised of the Air Support, Canine, Dispute Management, Emergency Preparedness, Firearms, Public Order and Search and Rescue Units. Unit commanders can also call on 331 additional specially-trained officers across York Regional Police when large-scale public order or emergency incidents require them to respond.

The Public Order Unit had a busy 2010 working alongside officers from across Canada in security deployments at the G8 and G20 summits. The Search and Rescue Unit developed its first-ever Level One Search and Rescue course for new recruits. The course was designed to improve the initial response to missing persons calls and was well-received by frontline officers. The Emergency Preparedness Unit also participated in new training exercises and in April 2010, the unit reviewed safety practices and procedures at Canada's Wonderland in relation to hazardous material leaks and high-angle rescues from equipment such as roller coasters.



SUPPORT SERVICES



The Canine Unit expanded its strength to 15 teams in 2010. These teams provide support for officers in the apprehension of suspects and the detection of narcotics, cadavers, explosives, firearms and ammunition. The unit received 2,149 calls for service last year, resulting in 181 arrests.

The Air Support Unit continued to provide tactical support to frontline officers. Receiving 1,526 calls for service in 2010, it was first on scene in 424 of those calls with an average response time of 3.9 minutes. Operating the unit's helicopter, Air2, air support officers located 117 suspects for arrest in 2010, using its spotlight and thermal-imaging technology to guide officers on the ground.

Traffic Bureau

The Traffic Bureau is comprised of 44 sworn members and three civilians in four areas – Enforcement, Road Safety Programs, Collision Reconstruction and Commercial Motor Vehicle Safety Units.

The bureau is responsible for implementing a wide array of road safety programs, including Operation A.B.C. (Always Be Careful), Safe Roads...Your Call and Operation Disqualified, to name just a few.

In 2010, members of the bureau were tasked with incorporating all its traffic safety strategies into a unified Traffic Safety Plan with specific targets, goals and objectives. The result was Our Roadmap to Road Safety – a plan that provides direction to all uniform officers on how to perform consistent enforcement across the region.

As part of our annual commitment to the Festive Season Enhanced R.I.D.E program, officers in our Road Safety Programs Unit worked closely with members of Ontario Students Against Impaired Driving from Cardinal Carter Catholic High School in Aurora to launch the season with an emotional event attended by the families of victims of impaired driving. They shared their stories with students, local dignitaries and media personalities.

The bureau also made a considerable contribution to the security of the G8 and G20 summits in 2010. Ten members of the bureau were trained in high-speed motor vehicle escorts and were assigned to escort German diplomats attending the summit.



The Commercial Motor Vehicle Safety Unit expanded last year and we became the first police service in Canada to formally join the international Commercial Vehicle Safety Alliance (CVSA), which provides access to resources and a stronger voice in shaping legislation across North America.



INVESTIGATIVE SERVICES

Major Crimes Bureau

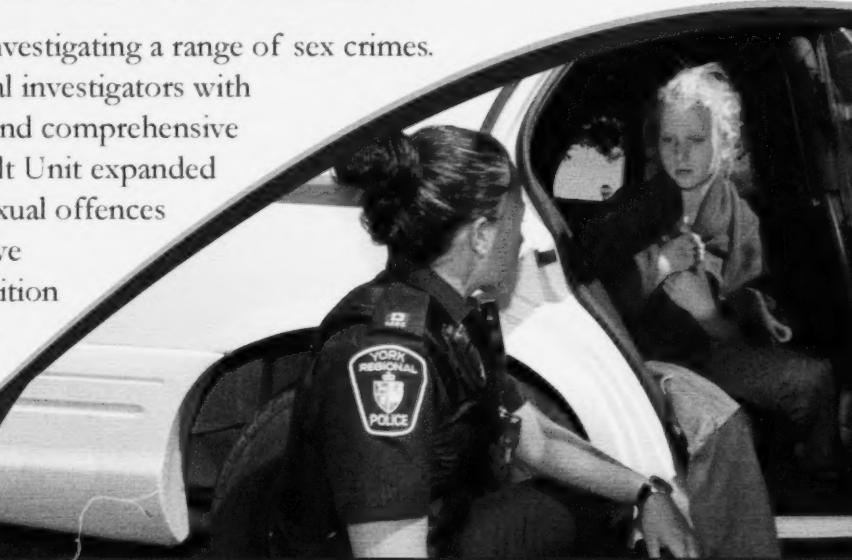
The Major Crimes Bureau consists of the Crimes Against Children, Homicide, Major Case Management and Sexual Assault Units.

The Crimes Against Children Unit is a 21-member team that investigates allegations of sexual assault, physical assault with injuries and serious neglect or abandonment offences against children. Members also assist other units interviewing young children and liaise with Children's Aid Society workers. In 2010, the unit investigated 441 cases, 44 per cent of which were allegations of sexual assault. One major investigation started in late February when three victims approached investigators about historical abuses between 1965 and 1971. After a subsequent arrest, media coverage resulted in six more victims coming forward. A total of 21 criminal charges were laid against the perpetrator.

The 21 members of the Homicide Unit investigated seven homicides in 2010 and arrests were made in six of the seven investigations. Additionally, investigators arrested an individual on an outstanding Canada-wide warrant for a homicide from 2009. Members of the Homicide Unit are also dedicated to cold-case investigations and continue to pursue any leads on historical unsolved homicides. Homicide Unit members assisted in 11 other investigations involving serious assaults, missing persons or suspicious deaths in 2010. Convictions for three counts of Second-Degree Murder were secured as a result of a 2007 homicide investigation. Additionally, three accused individuals were found guilty of Manslaughter in relation to a 2007 homicide investigation involving the death of a young male adult at a club in Markham.

The Major Case Management Unit supports all investigative units within York Regional Police. The unit's six members use an analytical and investigative system known as PowerCase, an automated software application, that provides investigators across Ontario with a common method for managing investigations. In 2010, the unit entered 485 occurrences into PowerCase.

The Sexual Assault Unit is tasked with investigating a range of sex crimes. The team is comprised of skilled criminal investigators with specialized training to ensure thorough and comprehensive investigations. In 2010, the Sexual Assault Unit expanded their mandate to include investigating sexual offences involving persons with pervasive cognitive challenges where the offender is in a position of trust or the victim is in a relationship of dependency with the offender. In addition to the underlying goal of investigating and solving



INVESTIGATIVE SERVICES



sexual crimes, the unit is also focused on preventing crimes and future victimization. Members work with partnering agencies to ensure an enhanced and multi-disciplinary response to sexual assault.

Organized Crime Bureau

Members of the Organized Crime Bureau work in the Drugs and Vice Unit, Intelligence Unit, and Special Services Unit.

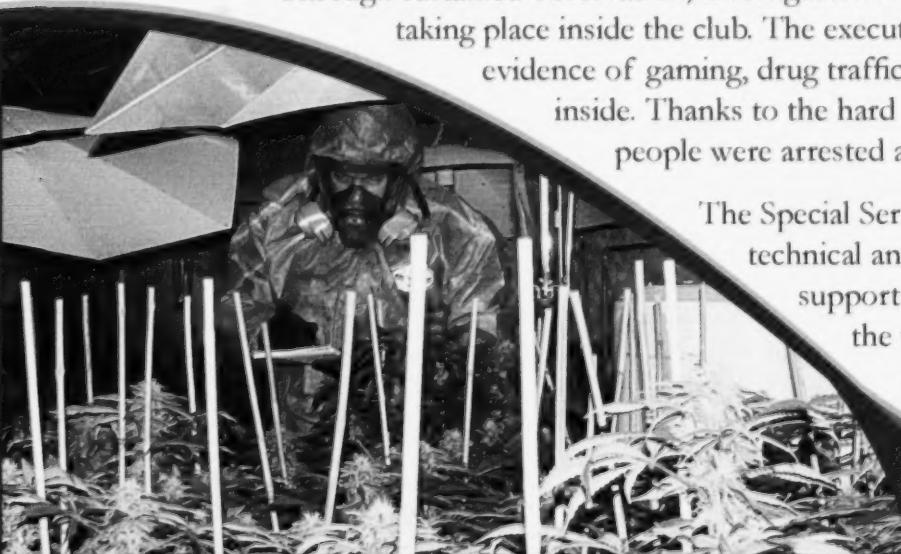
The 35 members of the Drugs and Vice Unit investigate the production and manufacturing of controlled drugs and substances as well as prescription drug fraud, prostitution and adult entertainment offences, liquor licence offences and gambling and gaming offences.

In 2010, 64 indoor marihuana growing operations were uncovered within the region, resulting in the seizure of 34,716 marihuana plants worth \$34 million on the street. These indoor growing operations and clandestine laboratories pose a serious safety risk to nearby residents as well as people living there, in some cases children, who are exposed to dangerous chemicals and narcotics. The Drugs and Vice Unit works closely with the Children's Aid Society to ensure that children found living in these conditions are taken to a place of safety.

Members were successful in shutting down four massage parlours in 2010, leading to 55 arrests. York Regional Police is proud of the fact targeted enforcement has reduced the number of illegal massage parlours from 180 in 2003 to fewer than five in 2010.

The 37 members of the Intelligence Unit investigate organized crime, outlaw motorcycle gangs and terrorist activities. They also provide threat assessments, witness protection and relocation and VIP security. In 2010, an investigation into ethnic organized crime identified a social club located in Vaughan that was believed to be a meeting place used for the planning of organized criminal activity.

Through sustained observation, investigators soon discovered that illegal gaming was taking place inside the club. The execution of several search warrants found evidence of gaming, drug trafficking, firearms and \$150,000 in cash inside. Thanks to the hard work of the Intelligence Unit, 19 people were arrested at the end of the investigation.



The Special Services Unit provides mobile, physical, technical and photographic surveillance support to investigative units. In 2010, the unit logged over 28,000 hours of surveillance, providing assistance in 61 arrests.



INVESTIGATIVE SERVICES

Special Investigations and Support Bureau

The Special Investigations and Support Bureau is comprised of the Auto/Cargo Theft, Forensic Identification, High-Risk Offenders, Hold-Up, Major Fraud and Polygraph Units.

The 11 members of the Auto/Cargo Theft Unit investigate the theft and transportation of stolen vehicles, heavy equipment and cargo. Members also work with staff from local auto body shops, car dealerships and heavy equipment and construction companies, conducting inspections and advising them of security concerns and potential scams.

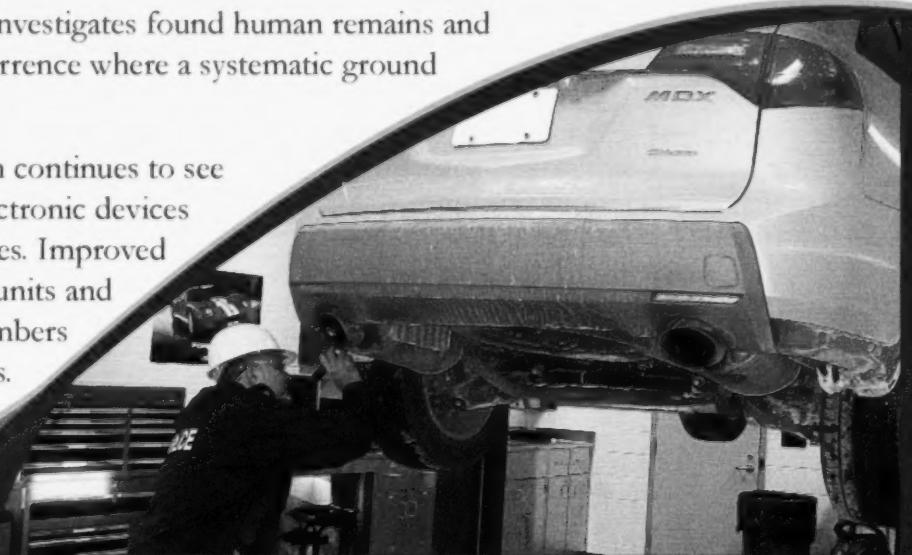
In 2010, the unit launched its Operation Ramp Up initiative. Investigators targeted thieves committing warm-up thefts of high-end vehicles and the exporters who were shipping the stolen vehicles to Africa. The four-month investigation led to the recovery of 40 stolen vehicles and the arrest of six people. This investigation included the deployment of officers into high-theft areas where they advised potential victims about the risk of leaving their vehicles idling unattended in their driveways.

The 45-member Forensic Identification Unit collects, documents, and analyzes forensic evidence to identify individuals linked to crime through such methods as digital imaging, videotaping and latent print examination. The team includes the Video Support Unit, Technical Data Recovery Unit and the Archaeological Recovery Team. The unit processed 222,006 digital images in 2010, fingerprinted 9,134 individuals, executed 457 DNA orders and positively identified 186 suspects.

The Video Support Section provides audio/visual conversion, duplication and production and forensic video analysis. The unit plays an integral role in investigations where security cameras and other recording devices have captured individuals committing crimes. In 2010, the unit continued integrating analog equipment to digital, upgrading software applications and converting multimedia data for future requirements.

The Archaeological Recovery Team investigates found human remains and assists with any serious criminal occurrence where a systematic ground search is required to locate evidence.

The Technical Data Recovery Section continues to see dramatic increases in workload as electronic devices have increased data-storage capabilities. Improved connectivity with other investigative units and equipment upgrades has assisted members of the team in facing these challenges.



INVESTIGATIVE SERVICES

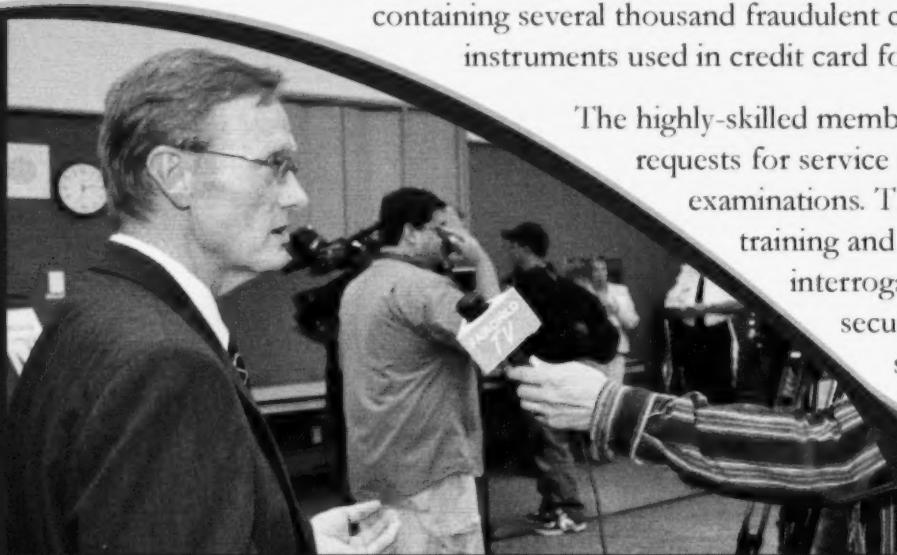


The High-Risk Offenders Unit develops management strategies for high-risk federal and provincial parolees to ensure they are complying with court-ordered conditions and to prevent further criminal behaviour. They liaise with other York Regional Police units and outside agencies such as Correctional Service of Canada and Provincial Probation and Parole Offices, as well as monitor both the federal and provincial sex offender registries. New in 2010 was the creation of the Bail Management Unit. The new unit operates out of each of our District Headquarters where, under the leadership of the six members of the High-Risk Offenders Unit, uniform officers conduct repeated and random checks to ensure offenders under court-ordered conditions are complying.

The 17 members of the Hold-Up Unit investigated more than 400 incidents of robbery in 2010, including those at financial institutions, retail premises and automated teller machines as well as carjackings, home invasions and street-level robberies. Investigation into a series of distraction thefts led Hold-Up officers, working with the #4 and #5 District Criminal Investigations Bureaus, to identify a team of criminals. One suspect might surreptitiously puncture a victim's tire, then distract the victim with an offer of assistance while a second suspect steals cash, laptops or other personal property. This group became violent when suspects committed a home invasion after following victims home from their place of work. Eight people were arrested and face numerous charges. For its work, the unit was the proud recipient of the Law Enforcement Award of Merit, presented by Jewellers Vigilance Canada.

The 23 members of the Major Fraud Unit investigated 919 incidents of fraud, counterfeit currency, credit and debit card fraud and identity theft in 2010. Members also educated approximately 450 residents on fraud prevention and detection during nine public education seminars throughout the year. In one 2010 highlight, #2 District frontline officers observed suspicious behavior in a hotel parking lot, leading to the seizure of a backpack which contained a stolen pin pad terminal. Members of the Major Fraud Unit executed a search warrant at a room in that hotel, where officers found equipment used to modify point-of-sale pin pads. A second warrant led to the seizure of a computer containing several thousand fraudulent card accounts, additional pin pads and instruments used in credit card forgery.

The highly-skilled member of the Polygraph Unit received 190 requests for service in 2010 and conducted 50 polygraph examinations. This member routinely conducts training and assists officers with interview and interrogation techniques that are aimed at securing admissions or confessions from suspects and accused persons.





JOINT-FORCES OPERATIONS AND INTERNAL TASK FORCES

JFO Project Nexus

Project Nexus involved members of York Regional Police, Peel Regional Police, the Toronto Police Service and the Canada Border Services Agency. The five-month investigation focused on a criminal syndicate producing and trafficking controlled substances within the Greater Toronto Area and resulted in 29 people being charged with drug, firearm and property offences. Officers seized \$5.8 million worth of illegal narcotics along with \$127,000 in cash, six vehicles and six firearms. The operation was a success. Cost to York Regional Police: \$78,275.

ITF Twist

ITF Twist targeted an organized group involved in drug distribution and the theft of motor vehicles working with outlaw motorcycle gangs in York Region. The Guns and Gangs Enforcement and #5 District Property Crime Units gathered intelligence, which led to the formation of the joint-forces Project Nexus. Cost to York Regional Police: \$142,276.

ITF M-Squared

The Intelligence Unit investigated a group suspected of trafficking firearms and producing and trafficking controlled substances in #1 District and Grey County. The investigation concluded with the arrest of six individuals. Officers seized three guns, cocaine, ecstasy, MDMA, marihuana, drug production equipment and cash. The operation was a success. Cost to York Regional Police: \$62,476.

ITF Random

Members of Community Services, the Intelligence Unit and #5 District officers identified a need for preventative measures in specific areas after an increase in youth complaints. High-visibility patrols and increased community interaction led to the identification of 24 gang members and a decrease in calls for service. The operation was a success. Cost to York Regional Police: \$30,979.

ITF KHA

Initiated by the York Regional Police Guns and Gangs Enforcement Section, this investigation focused on outlaw motorcycle gangs operating within York Region. Information obtained during this investigation has resulted in subsequent investigations that are currently ongoing. Cost to York Regional Police: \$296,232.





COMMUNITY SERVICES

The 71 sworn and nine civilian members of Community Services are responsible for building partnerships and engaging citizens in the community through innovative outreach programs, crime prevention initiatives and volunteer opportunities. The bureau is comprised of the Community Mobilization, Community Partnerships and Community Support Units.

Community Mobilization

The Community Mobilization Bureau hosted its annual Crime Prevention Week in November. A kick-off event was held at the Community Safety Village, where citizens participated in demonstrations and clinics from York Regional Police and our community partners. Officers made door-to-door visits in numerous neighbourhoods promoting crime prevention strategies and discussing crime issues with members of the community. Public information sessions were also conducted at District Headquarters across the region. The week closed with a five-kilometre run hosted by Joint Opportunities Georgina.

Community Partnerships

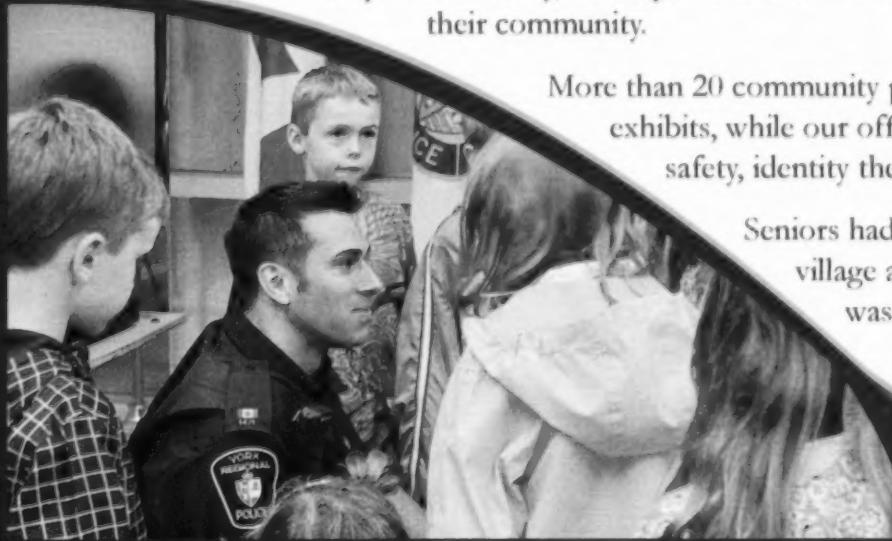
In 2010, the Community Partnerships Bureau held an Evening of Music in support of Special Olympics at the Newmarket Theatre. The event was attended by more than 200 people and featured performances by three of the talented York Regional Police volunteer musical groups: The Male Chorus, Pipes and Drums and the newly-formed Youth Band. The event marked one of the first public performances by the Youth Band, which was developed as an innovative way to promote positive interaction between youth and police.

Community Support

Last year, the Community Support Bureau held its first ever Seniors' Day at the Community Safety Village, welcoming more than 125 seniors. The event provided seniors with valuable information on personal safety, crime prevention and the support services available within their community.

More than 20 community partners organized workshops and exhibits, while our officers delivered presentations on traffic safety, identity theft and fraud prevention.

Seniors had the opportunity to explore the village and enjoy a barbecue lunch. The day was designed to show our appreciation for seniors in York Region and was the first of many in the years to come.





MISSION-FOCUSED

DIGNITY FOR VICTIMS

York Regional Police is earning respect and recognition for its innovative and victim-centred strategy to combat human trafficking.

Members of the Drugs and Vice Unit have long recognized that people who are committing sexual acts for money, for the most part young women, are often victims of crime themselves through violence, threats of violence, coercion or trickery. Many women are fearful of facing prosecution or deportation and as a result, often view police as an enemy.

The unit is committed to a more compassionate approach to these investigations, in which they treat the women as victims and not as criminal offenders. Officers investigating such incidents have learned that building an environment of trust between police and these victims makes it easier for them to report criminal activity to the authorities.

Officers also work closely with Citizenship and Immigration Canada to try and prevent the women from being deported if they have been trafficked from outside of Canada.

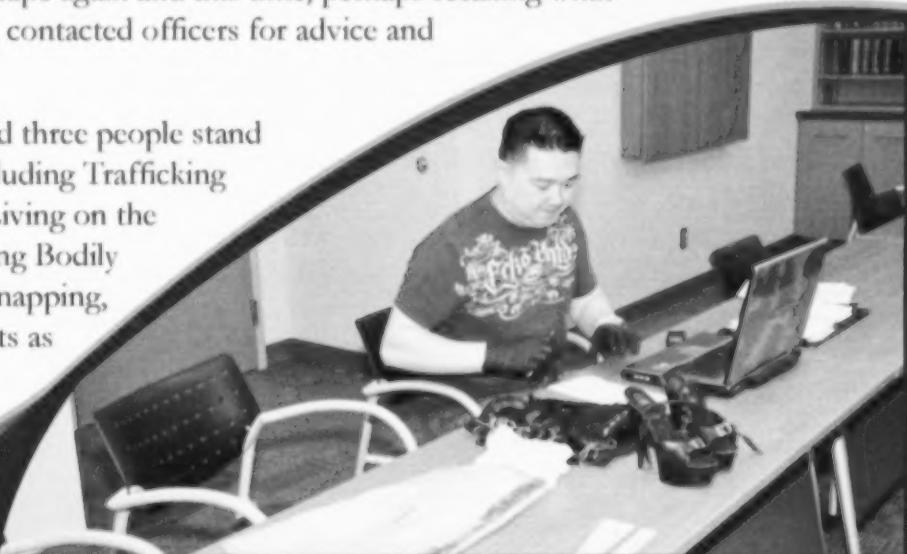
An investigation which concluded in 2010 is a good example of how that approach is making a difference. In December 2009, a 24-year-old sex trade worker was found badly beaten and left on a roadside in the Town of Markham. Despite the best efforts of investigators, the injured woman did not co-operate with police, out of fear for herself and family.

In June 2010, the victim managed to escape from her pimp's premises and fled to another jurisdiction. Unfortunately, she was tracked down by the pimp and two other suspects in July and was kidnapped, beaten and held for ransom over several days.

The victim somehow managed to escape again and this time, perhaps recalling what investigators had told her previously, contacted officers for advice and assistance.

As a result, the victim is now safe and three people stand charged with numerous offences including Trafficking in Persons, Engage in Prostitution, Living on the Avails of Prostitution, Assault Causing Bodily Harm, Receive Material Benefit, Kidnapping, Extortion and Uttering Death Threats as well as several drug-related charges.

They are currently before the courts.



MISSION-FOCUSED



The team was also instrumental in securing convictions for human-trafficking-related offences after a 24-year-old Mississauga man pleaded guilty to numerous charges in June 2010.

The accused befriended the 19-year-old victim and forced her into the field of exotic dancing. He kept her a virtual prisoner in his apartment. She was forced to hand over all her money and was physically assaulted if she tried to leave.

When she finally managed to find a way to escape, she contacted York Regional Police and Drugs and Vice Unit officers took over the investigation. The empathy and support of the responding officers made a very difficult ordeal a little less frightening for the young woman.

Her captor pleaded guilty to six charges including Forcible Confinement and Assault. He was sentenced to three years in prison.

The officers' dedication to raising awareness and their devotion to victims in the ongoing battle against human trafficking has earned the respect of not only victims but of organizations which support victims.

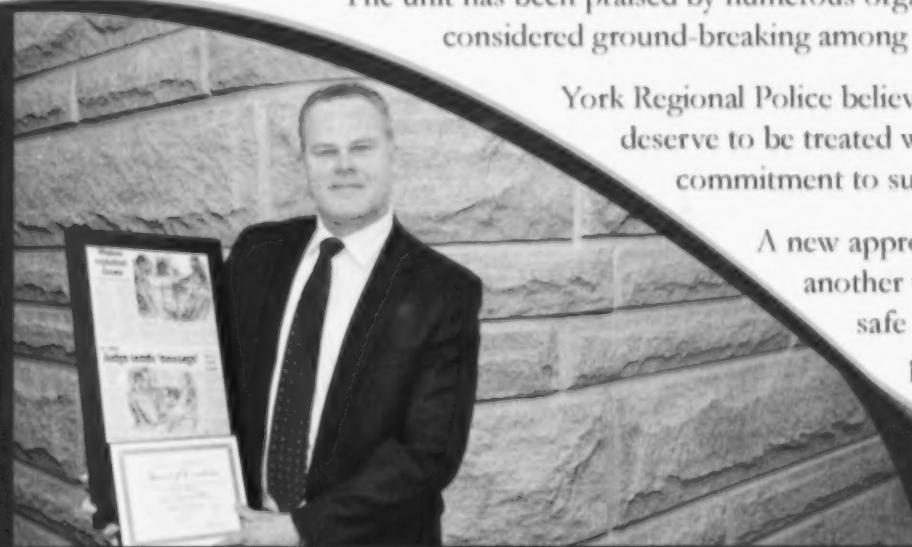
In 2010, York Regional Police proudly accepted the first annual Glendene and Jessie Foster Award, presented by the victims support organization Walk With Me. The award recognizes an organization for its efforts in the prevention and awareness of human trafficking. It is named after Jessie Foster and her mother Glendene, who believes her daughter, missing for more than five years, has become a victim of human trafficking.

The unit was also awarded the 2010 Men of Honour Award presented by the Prostitution Awareness Action Foundation of Edmonton (PAAFE) for its new approach to combating human trafficking and pimping-related incidents.

The unit has been praised by numerous organizations for its tactics, which are considered ground-breaking among other police services.

York Regional Police believes victims of human trafficking deserve to be treated with dignity and respect and our commitment to support these women is unwavering.

A new approach to an age-old problem is another way we can ensure all citizens feel safe and secure through excellence in policing.





YORK REGIONAL POLICE

Support Services



Superintendent
Mark Brown



Inspector
Norn Miles



Superintendent
Thomas Carrique

Information Services



Superintendent
Mark Grant



Inspector
Paulo Da Silva



Manager
Lise Brisson



Manager
Ron Huber



Assistant
Manager
Nick Mohamed



Assistant
Manager
Martin McCulloch

Diversity and Cultural Resources Bureau



Inspector
Ricky Veerappan

Community Services



Superintendent
Paul Pedersen



Inspector
Maria Ahrens

Investigative Services



Inspector
Richard Crabtree



Inspector
Keith Merith



Inspector
Gerry Milne



Inspector
Kevin Torrie



Manager
Gilda Sutton



Assistant
Manager
Glenn Asselin



Assistant
Manager
Karin Larkan



Inspector
André Crawford



Inspector
Graham Beverly



Manager
Ron Huber



Assistant
Manager
Nick Mohamed



Assistant
Manager
Martin McCulloch



SENIOR OFFICERS



Superintendent
Bill Faulkner



Inspector
Bill Sadler



Inspector
Carolyn Bishop



Inspector
Kirk Marshall



Counsel
Jason Fraser



Associate
Counsel
Jennifer Gunning



Manager
Kathleen Griffin



Manager
Mark Holland



Assistant
Manager
Jeff Channell



Assistant
Manager
Janice Follwell



Manager
Darwin Trojan



Manager
Bernadette Searle



Manager
Julie Mazzotta



Inspector
Chris Bullen



Inspector
Doug Conley



Inspector
Angelo
DeLorenzi



Inspector
Gary Miner



Inspector
Fred Moffatt



Inspector
Shelley Rogers



Inspector
Steve Seabrooke



Inspector
Bruce West

Duty Inspectors



Placeholder for Duty Inspector 1



Placeholder for Duty Inspector 2



Placeholder for Duty Inspector 3



Placeholder for Duty Inspector 4



Placeholder for Duty Inspector 5



Placeholder for Duty Inspector 6



EXECUTIVE AND ADMINISTRATIVE SERVICES

Capital Projects

The Capital Projects Bureau is responsible for the construction and renovation of facilities owned or leased by York Regional Police. The new 237,000-square-foot, \$72.5 million Central Services Building in Aurora was completed in 2010.

Corporate Communications

The seven members of the team work with officers and community partners to ensure crime prevention and law enforcement messages reach our citizens. In 2010, they distributed 789 media releases.

Court Services

Members of Court Services manage three courthouses including the Ontario Court of Justice in Newmarket and two municipal courts in Newmarket and Richmond Hill. In 2010, the bureau worked to streamline processes, resulting in increased diversion and resolution of minor charges.

Duty Office

The Duty Office provides 24-hour field command through eight Duty Inspectors, who report directly to the Executive Command Team on critical incidents.

Financial Services

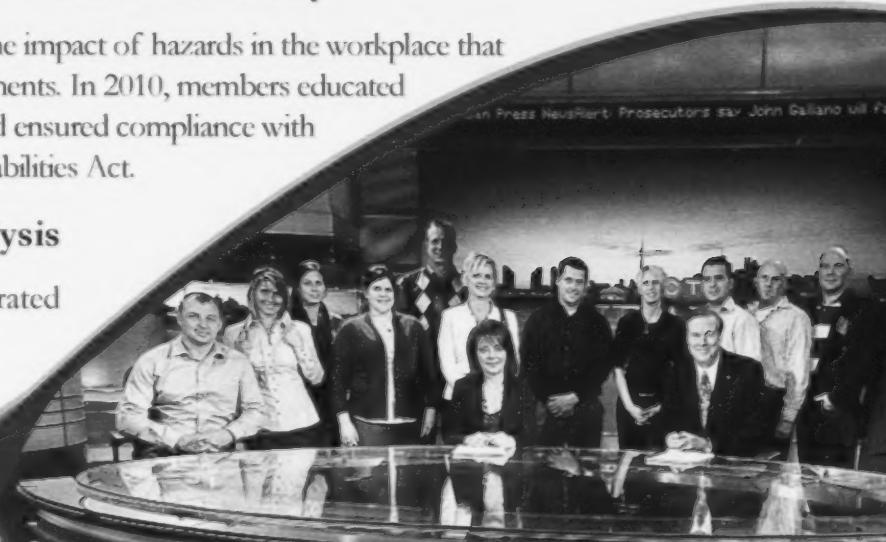
Financial Services includes the Budget and Control Unit, responsible for accounting, alarms, budget and paid duty administration, and the Maintenance and Procurement Unit, responsible for facilities management, fleet services, and purchasing.

Health and Safety

The Health and Safety Bureau reduces the impact of hazards in the workplace that may result in injuries, illnesses or impairments. In 2010, members educated staff on harassment in the workplace and ensured compliance with the Accessibility for Ontarians with Disabilities Act.

Integrated Crime Analysis

The 19 civilian members of the Integrated Crime Analysis Bureau support investigators by collecting and analyzing information and data to identify crime trends.



EXECUTIVE AND ADMINISTRATIVE SERVICES



Legal Services

Legal Services manages risk and liability by providing legal expertise and advice and acting as a liaison with justice agencies. The bureau includes the Freedom of Information Unit, which received 2,446 requests for information last year.

Operational Projects and Investigations

This one-officer unit investigates incidents referred to York Regional Police from other police agencies across Ontario.

Planning and Research

This bureau is responsible for strategic and operational planning and the compilation and analysis of statistics. In 2010, members surveyed 10,000 households on police performance and the results helped formulate the goals and objectives of our 2011-2013 Business Plan.

Professional Standards

Members of the Professional Standards Bureau ensure that members carry out their duties in compliance with the Ontario Police Services Act. Members conduct internal investigations and review the actions of members of York Regional Police.

Property/Evidence and Records Retention

The Property/Evidence and Records Retention Bureau manages records, evidence and property possessed by York Regional Police. In 2010, members introduced a new Records Management Program to improve the management of organizational information.

Quality Assurance Bureau

This bureau ensures that all members of York Regional Police adhere to provincial regulations and mandated procedures. In 2010, the bureau improved internal processes as a result of an inspection by the Ministry of Community Safety and Correctional Services.





INFORMATION SERVICES

Communications

The 116 members of the Communications Bureau are responsible for the prompt response to 24-hour emergency and non-emergency calls for service. Communications staff members at the 9-1-1 Call Centre are often the first point of contact for citizens in need of emergency assistance.

The bureau received 238,829 emergency calls and 410,979 non-emergency calls in 2010, representing a 4.79 per cent increase in total volume over the previous year. Of those calls, 265,533 were demands for service, representing an increase of 9.025 per cent over 2009.

The bureau continued its record of exceptional response time last year by answering over 98 per cent of all calls within two rings.

Also in 2010, the Communications Bureau coordinated dispatch efforts for the two aircraft crashes that occurred in the Town of Markham (see story, page 13). These incidents required a co-ordinated effort from all emergency services personnel and members excelled at the task.

The Communications Bureau continues its efforts to manage a higher volume of 9-1-1 calls and increasing demands for service within York Region through excellence in customer service and management of staff resources.

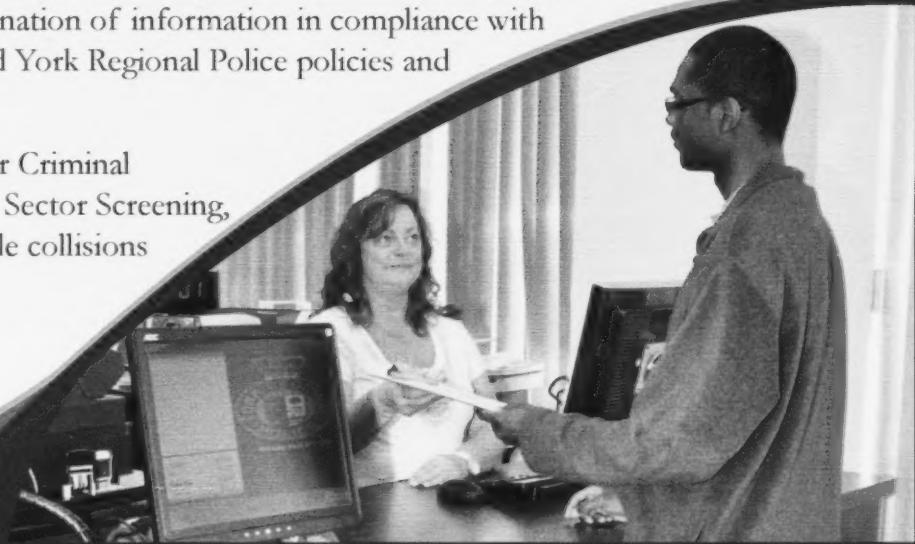
The Communications Bureau also includes the Technical Support Unit, which is responsible for maintaining and upgrading all radio and mobile data systems within the organization. Last year, the unit installed 72 new portable radio systems for #1 District staff and piloted new cellular communications technology for frontline patrol vehicles.

Information Management

The 75 civilian members of the Information Management Bureau are responsible for the collection, maintenance and dissemination of information in compliance with federal and provincial legislation and York Regional Police policies and procedures.

The bureau also handles requests for Criminal Background Checks and Vulnerable Sector Screening, as well as all reports of motor vehicle collisions and incident summaries.

In 2010, the bureau undertook a significant policy change to its Vulnerable Sector Screening process.



INFORMATION SERVICES



In accordance with new mandated practices put forward by the Royal Canadian Mounted Police, the number of applicants for Vulnerable Sector Screening required to be fingerprinted increased dramatically in 2010, requiring a fundamental change in the role and responsibilities of the bureau's Customer Service Units at both its York Region locations.

Staff members were trained on proper fingerprint collection and have integrated this new step into their existing work processes to better serve the citizens of York Region.

The bureau is currently testing a new project to reduce wait times and simplify the submission process for applicants seeking approval for employment, volunteer work and school placements.

Members staffing the Community Resource Centre, located in Hillcrest Mall in downtown Richmond Hill, also accept reports of motor vehicle collisions and assist citizens seeking advice on policing-related matters. In 2010, CRC staff processed 11,139 motor vehicle collision reports and 7,078 online reports of criminal incidents.

The Customer Service Unit also began preparations in 2010 to move from their Yonge and Mulock location in Newmarket to the new Central Services Building in Aurora in mid-2011.

Information Technology

The 39 civilian members of the Information Technology Bureau are responsible for providing access to electronic information and offering technology support to members of the organization.

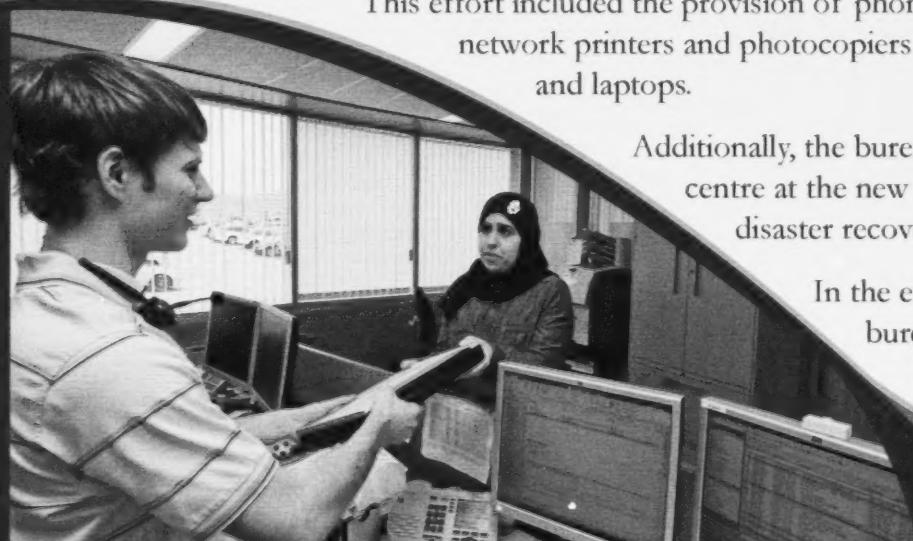
In 2010, the bureau was responsible for assisting staff with the move to the new Central Services Building.

Members provided a seamless transition for over 420 staff to the new facility with virtually no downtime in technological services.

This effort included the provision of phone and data connectivity, moving network printers and photocopiers and installing over 300 computers and laptops.

Additionally, the bureau implemented a secondary data centre at the new facility, providing redundancy for disaster recovery.

In the event of a disaster at one of the bureau's locations, all data services can be run out of the other data centre to ensure service delivery during emergencies.





STAFF SERVICES

Human Resources

The 18 members of the Human Resources Bureau are responsible for civilian recruiting, employee relations and management of compensation and benefits. Last year, the bureau was awarded a Business Achievement Award by the Canadian Association of Community Living. This strong partnership has allowed the bureau to continue to employ two people with intellectual disabilities as valued York Regional Police members.

The bureau continues to work with civilian and uniform staff throughout the organization to meet and exceed the ever-changing demands of our modern workforce.

Professional Development

The Professional Development Bureau is comprised of the 13 members of the Uniform Recruiting and Staff Development Units. In 2010, the bureau organized the deployment of 24 officers to the 2010 Winter Olympic and Paralympic Games in Vancouver. The event was one of the largest integrated security details in Canadian history.

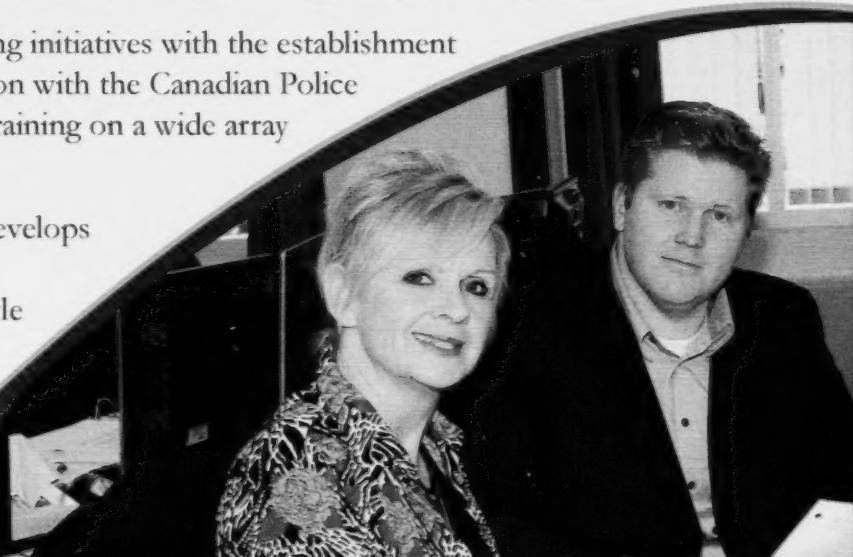
The Uniform Recruiting Unit held more than 100 outreach sessions, many at community events supporting local culture. This resulted in nearly 1,200 people applying as cadets throughout the year, 60 of whom were hired as officers. Established in 2010, the Uniform Recruiting Advisory Committee promotes policing as a career in the region's diverse communities. Members of the committee represent communities including Korean, Chinese, South Asian and African-Canadian.

Training and Education

The Training and Education Bureau includes the Academics, Use of Force, Police Vehicle Operations, the Technology and Skills Development Units and a Fitness and Wellness Coordinator.

In 2010 the bureau increased its e-learning initiatives with the establishment of its own e-learning portal in conjunction with the Canadian Police Knowledge Network, providing online training on a wide array of topics.

The Fitness and Wellness Coordinator develops fitness programs for staff and delivers presentations on healthy work and lifestyle choices.



diversity and cultural resources bureau



York Region has truly become a global community, enriched by the linguistic, religious, and ethno-cultural diversity of community members who trace their ancestry to many parts of the world.

In the spirit of embracing and celebrating this diversity, the five-member Diversity and Cultural Resources Bureau, led by Inspector Ricky Veerappan, is tasked with building bridges and developing partnerships with our diverse communities and educating our members about the many different cultures we serve.

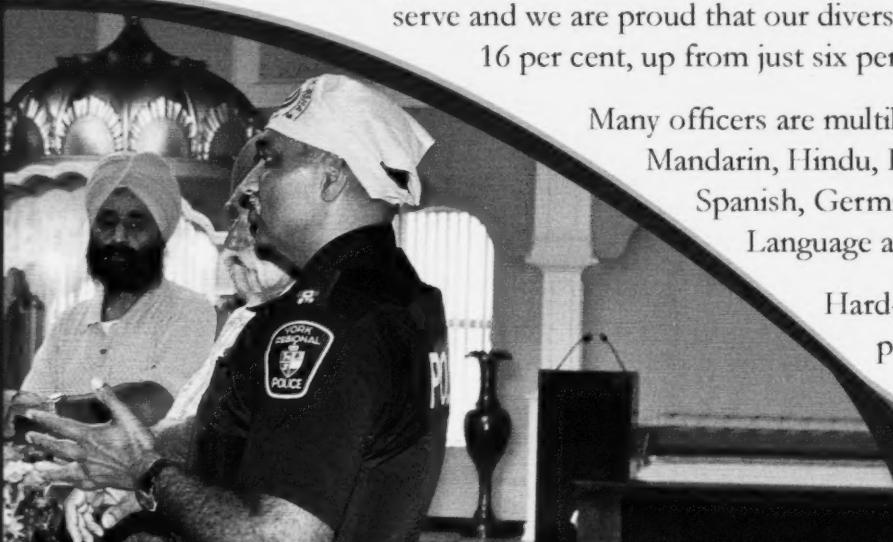
In partnership with the new Richmond Hill Welcome Centre and Citizenship and Immigration Canada, members were proud to host the Canadian Citizenship swearing-in ceremony for the eighth year in a row.

Coinciding with the commemoration of the international Human Rights Day in December, 57 people from 22 countries were sworn in, becoming proud new Canadians. These ceremonies are unique opportunities for members of York Regional Police to play a special role in welcoming new Canadians while learning about the diverse cultures and religious beliefs of new residents.

Members of the Hate Crime Investigative Team also fall under the umbrella of this bureau, though the specially-trained investigators work out of District Headquarters across the region. In 2010, they investigated 105 reported cases of hate-motivated crime, 57 per cent of which were occurrences of mischief, including graffiti and other property damage. Members are also called upon as subject matter experts and lead numerous training initiatives internally and externally.

The Chaplaincy also falls under this bureau and consists of eight chaplains representing the five largest faith communities in York Region. Our Chaplains include Rabbi Mendel Kaplan, Reverend Vicki Cousins, Pastor Mansfield Edwards, Imam Abdul Hai Patel, Reverend Mavis Fung, Reverend Dr. Francis Mpindu, Reverend Canon Gregory Symmes and Father Damian Young-Sam-You.

York Regional Police continues to be committed to reflecting the communities we serve and we are proud that our diversity rate within the service has reached 16 per cent, up from just six per cent in 2001.



Many officers are multilingual, speaking Cantonese, Mandarin, Hindu, Farsi, Urdu, Italian, Russian, Tagalog, Spanish, German, French, Korean and Sign Language among others.

Hard-working members attended, participated in or hosted more than 250 cultural events across the region in 2010.



VALUES-DRIVEN

PAYING TRIBUTE TO OUR HEROES

There has always been a special bond between those in uniform and the relationship between police officers and military personnel has always been strong. At York Regional Police, our members truly live the value of respect as they pay tribute to and honour veterans and currently serving members of the Canadian Forces.

Many members of York Regional Police are proud reservists in the Canadian Forces and the organization actively supports their efforts by enabling them to take leave to serve on missions abroad without enduring financial hardships.

Constable Mason Baines of #5 District normally patrols the streets of Markham but 2010 saw him patrolling an entirely different landscape - the deserts of Afghanistan. Between his training and seven-month tour, Constable Baines was away from home for more than 21 months. His absence was felt deeply by his platoon-mates, who kept in touch with him overseas and supported his wife by involving her in York Regional Police events and platoon activities.

In 2010, Constable Mike Lacroix left his position in the Court Services Bureau to take up a new position on the other side of the world. As a Canadian reservist deployed in Sierra Leone, Africa, Chief Warrant Officer Lacroix is a Regimental Sergeant Major for the International Military Advisory Training Team where he trains and mentors members of the Republic of Sierra Leone Armed Forces. He is expected to return home in late 2011.

Duty Inspector Gary Miner spearheaded the Welcome Home Initiative in 2010, gathering officers together to welcome local soldiers returning home from Afghanistan. A group of uniformed officers, firefighters and paramedics wait outside the homes of returning war veterans to give them the heroes' welcome they deserve.

The Welcome Home initiative took on special meaning for several members who welcomed home their children from Afghanistan in 2010.

In December, Gunner Jennifer McCabe was enthusiastically greeted at her home by dozens of friends and family including her father Inspector Rick McCabe and mother, Customer Service Supervisor Deb McCabe. Corporal Mike Sparks received an equally emotional welcome home from his tour of duty as he was reunited with his mother, Kathy Sparks of the Technical Support Unit.

VALUES-DRIVEN



Sadly, on May 13, 2010, local resident Private Kevin McKay was killed near Kandahar, Afghanistan. A native of Richmond Hill, he was the 144th soldier to die in Afghanistan since the mission began in 2002. York Regional Police members lined the Highway of Heroes at the passing of his procession and residents were invited to personally express their sympathies to Private McKay's family by signing books of condolences located at each York Regional Police District Headquarters.

York Regional Police officers continue to pay respect to the men and women of the Canadian Forces who have made the ultimate sacrifice. Many officers don their uniforms on their personal time to stand alongside citizens to salute fallen soldiers as they travel the Highway of Heroes. Members continue to march in Remembrance Day parades across the region and Senior Officers lay wreaths at all cenotaphs in York Region as a mark of our respect.

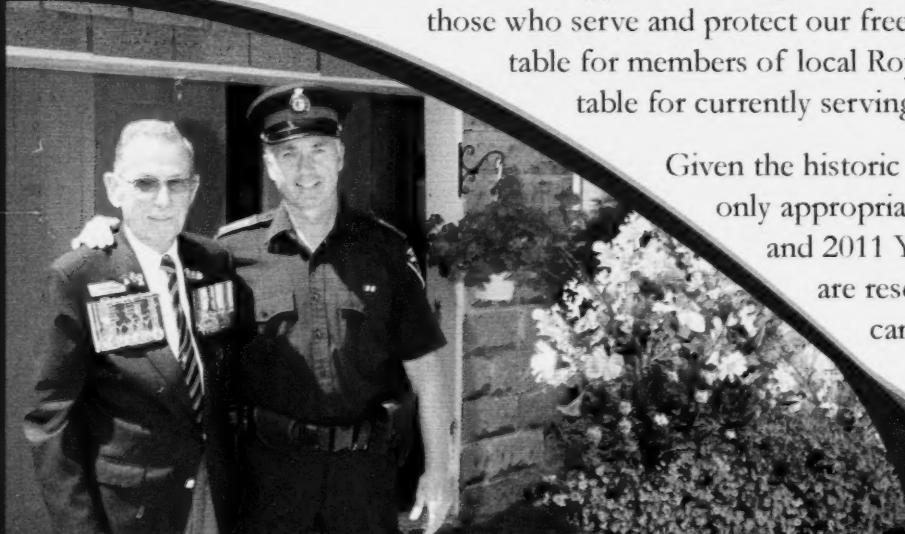
In 2010, we continued our efforts on the Remembrance Project, an initiative that honours veterans in York Region. Sergeant Gary Phillips and fellow members of the Corporate Communications Bureau meet with local veterans and invite them to share their stories. The written legacy of these veterans can be found on the York Regional Police website under Community Policing. The project continued to grow in 2010 as more veterans shared their memories from their time in the military.

Many of the veterans featured in the Remembrance Project joined former Chief Armand La Barge to celebrate his upcoming retirement in December 2010. The lunch, held at the Aurora Legion, brought together local veterans and our own serving members of the Canadian Forces who shared their stories of military service.

York Regional Police continues its Hero to Hero Troop Morale Program, which allows officers to purchase T-shirts which are then shipped to military personnel in Afghanistan. Many officers attach their business cards to the shirts and have shared emails and letters with the grateful recipients.

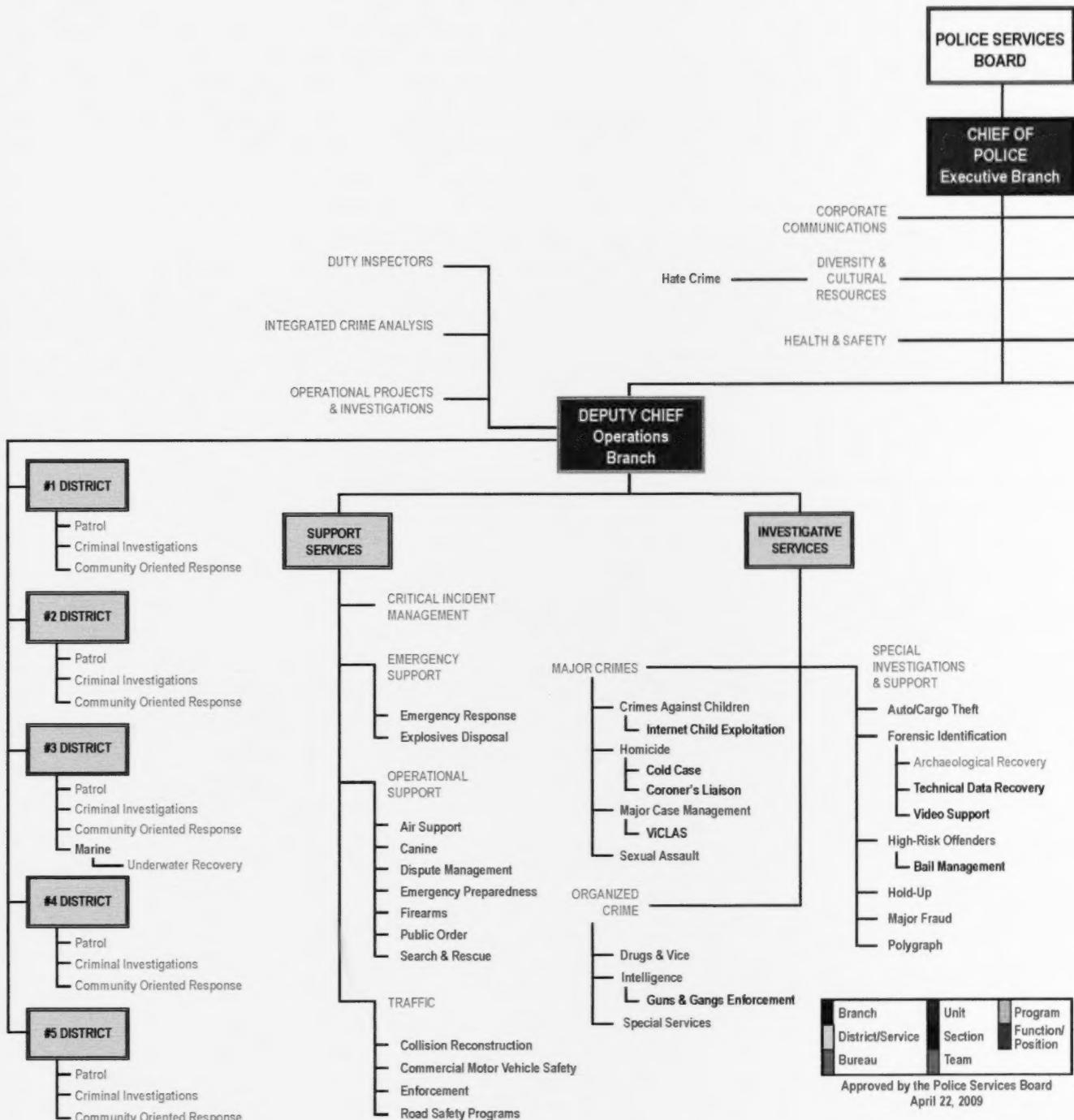
The annual Police Appreciation Night is another opportunity to pay tribute to those who serve and protect our freedom. Each year we proudly host one table for members of local Royal Canadian Legions and another table for currently serving members of the Canadian Forces.

Given the historic beginnings of Military Tattoos, it is only appropriate that many VIP seats at the 2008 and 2011 York Regional Police Military Tattoo are reserved for local veterans so that they can celebrate their proud history with us.

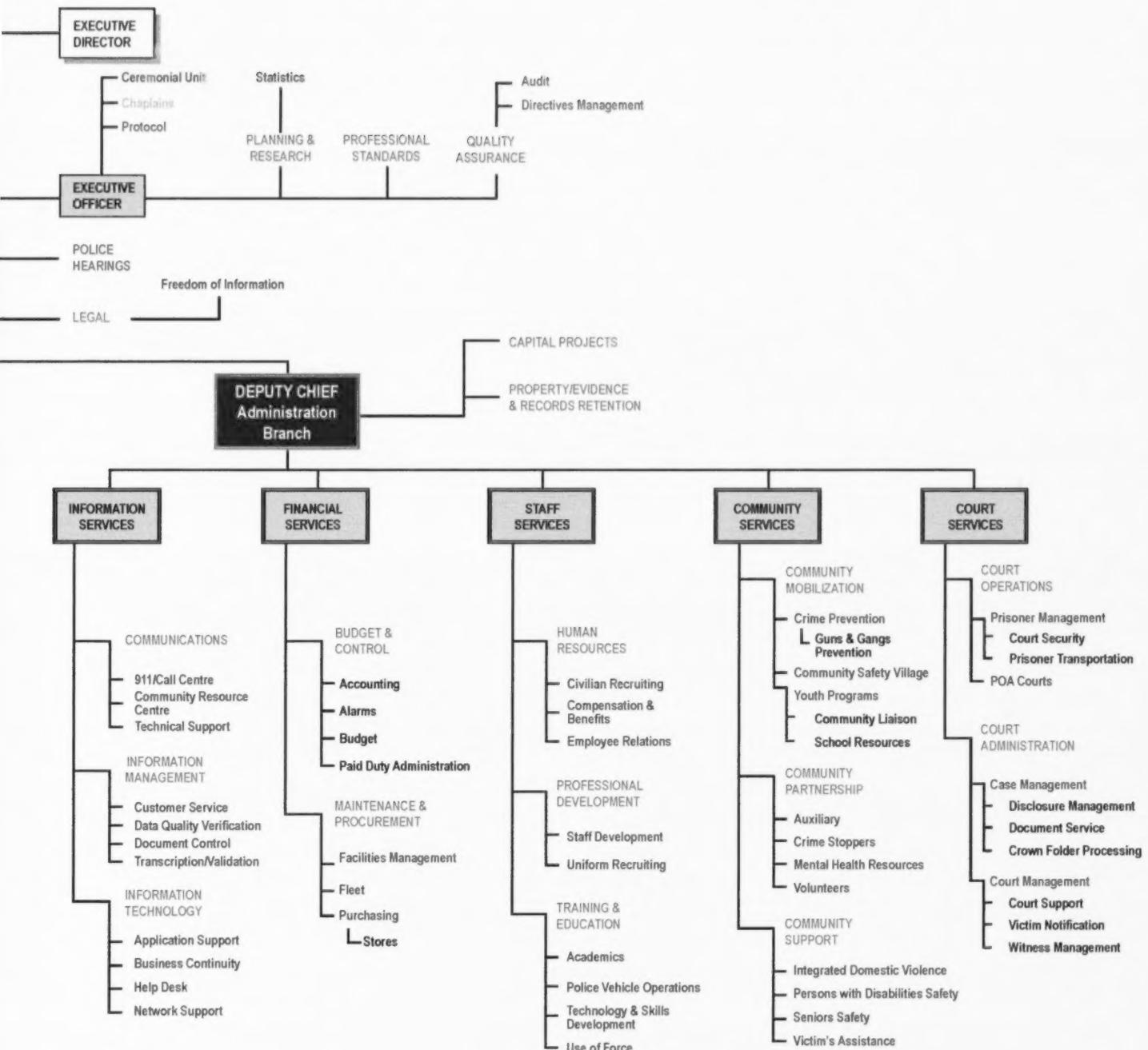




ORGANIZATIONAL CHART



ORGANIZATIONAL CHART





BUSINESS PLANNING

The 2008-2010 Business Plan, developed in consultation with York Region residents, community partners and York Regional Police members, sets forth our organizational direction and policing priorities. We completed 95 per cent of the goals outlined in the 2008-2010 Business Plan, with the remaining actions in progress and to be carried over to the 2011-2013 Business Plan. Below are a selection of 2010 goals we have achieved.

COMMUNITY FOCUS

- To ensure our programs meet the needs of York Region's youth population**
Youth Forums, Leadership Opportunity Camps and the ECOTRIP program conducted
- To engage citizens in crime prevention programs**
Business Watch program piloted
Crime Prevention Trade Show conducted
- To enhance support to victims of crime**
Victims Assistance Audit completed
- To promote traffic safety in our community**
Safe Roads...Your Call program

OPERATIONAL EXCELLENCE

- To enhance our criminal investigation capabilities in response to violent crime and property crime**
Ongoing hate crime and community meetings conducted
- To maintain large-scale emergency response capabilities**
Annual joint emergency response training scenarios with local police services and other first responders

PREFERRED PLACE OF EMPLOYMENT

- To recruit and retain staff representative of our communities**

Targeted outreach into our diverse communities resulted in a 52 per cent increase in applications from those communities, compared to 2008 when the outreach began

- To provide education, training and development opportunities to enhance the capabilities of our members**

Respect in the Workplace and diversity training delivered
Increased availability of online training courses

- To promote a positive and healthy work environment**

Fitness and Wellness Coordinator position created
Member fitness and nutrition programs/workshops enhanced

SUPERIOR QUALITY SERVICE

- To maintain a high level of community satisfaction with the services provided by York Regional Police**

Community and business surveys conducted

- To ensure inclusive and equitable delivery of police services**

Roadmap to Inclusivity document completed



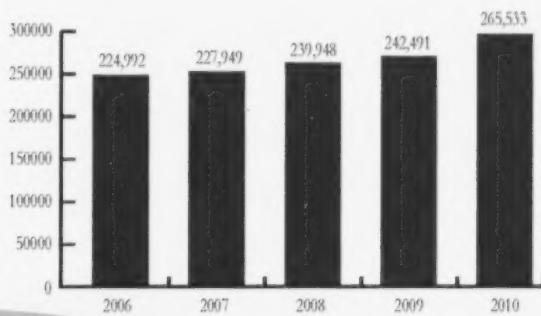
2010 STATISTICS



York Regional Police 2010 Cost of Policing

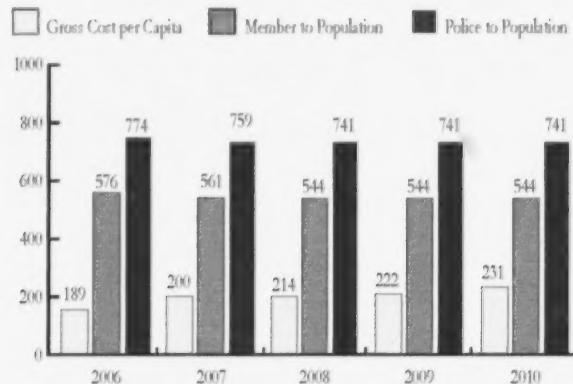
	Budget	Actual	Variance
Wage Costs	\$200,337,000	\$205,953,654	-\$5,616,654
Administrative Expense	\$8,510,600	\$8,032,701	\$477,899
Program Related Expense	\$7,187,000	\$5,936,605	\$1,250,395
Professional Services Expense	\$396,600	\$109,138	\$287,462
Occupancy Expense	\$8,075,700	\$8,511,840	-\$436,140
Repairs and Maintenance Expense	\$3,146,200	\$3,153,871	-\$7,671
Financial Items	\$7,659,300	\$6,828,748	\$830,552
Contributions to Reserves	\$5,803,000	\$5,670,901	\$132,099
Internal Charges	\$2,123,200	\$2,117,083	\$6,117
Asset Acquisitions	\$1,907,700	\$1,801,738	\$105,962
Total Expenditures	\$245,146,300	\$248,116,279	-\$2,969,979
Total Revenues	-\$17,919,700	-\$22,226,078	\$4,306,378
Net Position	\$227,226,600	\$225,890,201	\$1,336,399

Five-Year Calls for Service - Number of Calls



Performance Measures and Benchmarks

York Regional Police Five-Year Statistical Comparison



The Cost per Capita represents expenditures divided by the population of the area serviced by York Regional Police, rounded to the nearest dollar. Member to Population counts represent the population divided by the number of police officers and civilian staff. Police to Population counts represent the population divided by the number of police officers.



Vision-inspired

Mission-focused

Values-driven



2010 STATISTICS

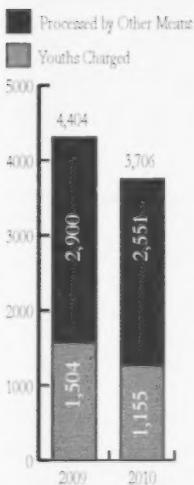
Public Complaints 2009-2010

	2009	2010	Variance 09/10
Number of Complaints	116	154	32.8%
Involved Officers	253	203	-19.8%
Formal Resolution - Action	0	1	N/C*
Frivolous, Vexatious, Bad Faith	5	1	-80.0%
Over Six Months	6	9	50.0%
Withdrawn	3	16	433.0%
Not Directly Affected	1	1	0.0%
Unsubstantiated	27	29	7.4%
Policy/Service	0	3	N/C*
Informal Resolution	34	16	-52.9%
Informal Discipline	2	1	-50.0%
Non-Jurisdictional	0	0	0.0%
Not accepted by OIPRD	2	46	2,200.0%**
Review to OIPRD Requested	27	20	-25.9%**
Outstanding Files	36	31	-13.9%
Officers Disciplined	2	2	0.0%

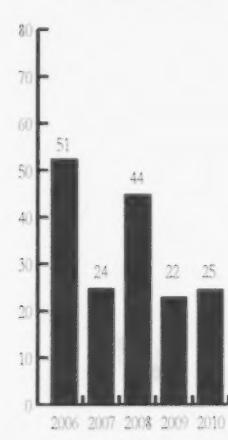
*not calculable

**Office of the Independent Police Review Director established October 2009

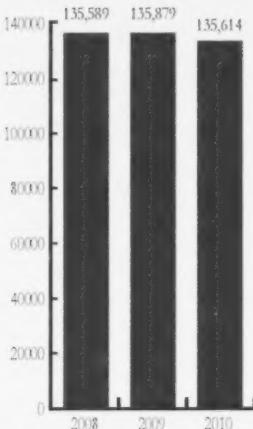
Youth Crime Comparison



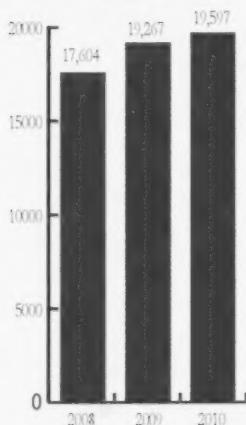
Five-Year Pursuits Comparison



Provincial Offence Notices-All Districts



Reportable Motor Vehicle Collisions



2010 STATISTICS



Selected Violations Three-Year Trends Major Categories

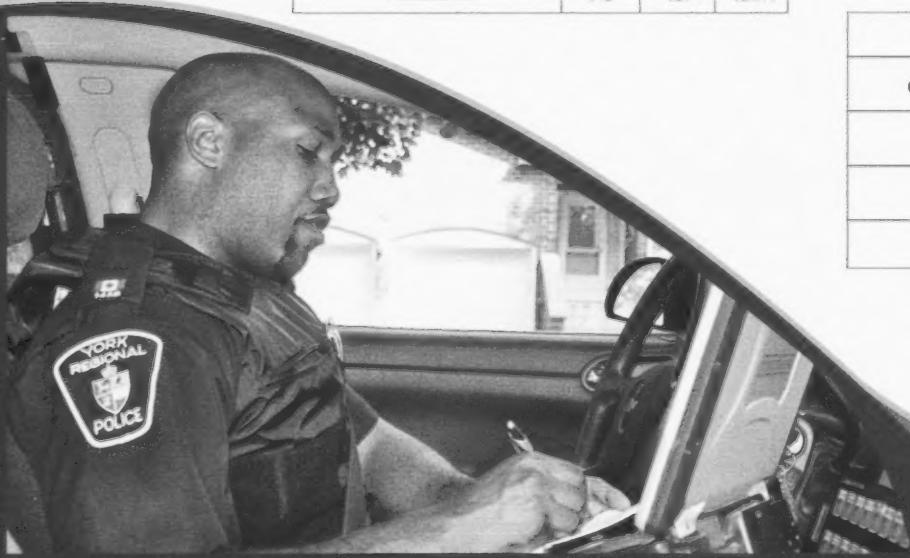
	2008			2009			2010			Variance 09/10 (%)	
	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Clearance Rate (%)	Rate Per 100,000 Population	Actual Number	Rate Per 100,000 Population
Crimes Against Persons	6,933	78.6	685.51	6,981	78.6	676.06	7,051	80.4	663.95	1.0	-1.8
Crimes Against Property	23,892	37.5	2,362.36	22,610	42.0	2,189.61	21,910	41.2	2,063.12	-3.1	-5.8
Other Criminal Code	3,849	84.7	380.58	3,397	91.9	328.97	3,358	91.5	316.20	-1.1	-3.9
Weapons Violations	525	77.3	51.91	444	86.7	43.0	499	82.0	46.99	12.4	9.3
Public Morals Violations	135	52.6	13.35	158	56.3	15.3	159	59.7	14.97	0.6	-2.2
Total Criminal Code Violations	35,334	51.3	3,493.71	33,590	55.3	3,252.93	32,977	55.4	3,105.23	-1.8	-4.5
Drug Violations	3,097	99.6	306.22	2,906	98.6	281.42	3,170	98.7	298.50	9.1	6.1
Other Federal Violations	260	100.0	25.71	313	99.4	30.31	265	96.2	24.95	-15.3	-17.7
Total Criminal Code and Federal Violations (not incl. Traffic)	38,691	55.5	3,825.64	36,809	59.1	3,564.67	36,412	59.5	3,428.68	-1.1	-3.8
Criminal Code Traffic Violations	2,980	65.7	294.65	4,084	43.3	395.50	3,790	44.0	356.88	-7.2	-9.8

Victims Services 2009-2010 On-Scene Occurrences

	2009	2010	Variance (09/10)
Occurrences	378	374	-1.1%
Clients Served	521	499	-4.2%
Female	389	336	-13.6%
Male	36	38	5.6%
Children	142	125	-12.0%

Victims Services 2009-2010 Telephone Crisis Call and Office Visit Occurrences

	2009	2010	Variance (09/10)
Occurrences	4,157	3,987	-4.1%
Clients Served	6,107	6,227	2.0%
Female	3,364	3,498	4.0%
Male	489	486	-0.6%
Children	2,254	2,243	-0.5%





SERVICE EXCELLENCE

30-YEAR FIRST BAR

Deputy Chief Eric Jolliffe #271
Superintendent Mark Brown #241
Superintendent Mark Grant #240
Superintendent Wayne Kalinski #120
Inspector Douglas Conley #945
Detective Sergeant Denise La Barge #285
Sergeant James Carman #177
Sergeant Craig Vaughan #184
Detective Claude Chapados #714
Detective Timothy Gore #161
Detective Brian Morrison #107
Detective Clayton Pogson #116
Constable Paul Middendorf #49
Constable James Thayer #242

20-YEAR MEDAL

Inspector Carolyn Bishop #744
Staff Sergeant Robert Dettman #725
Staff Sergeant James MacSween #775
Detective Sergeant Michael Slack #756
Sergeant Lucy Bernhardt #759
Sergeant Gregory Connolly #737
Sergeant Anthony Emmerson #814
Sergeant Wallace Gossen #754
Sergeant James Graham #749
Sergeant Gary Harvey #750
Sergeant Ralph Jackson #731
Sergeant Robert Martin #798
Sergeant Douglas Ritchie #726
Sergeant Michael Sterchele #728
Sergeant Brian Witherow #766
Detective Maria Abbruzzese #732
Detective Shannon Anderson #723
Detective Brian Bravener #774

Detective Bradley Joice #727
Detective James Kennedy #734
Detective Christine Maleszyk #769
Detective James McRobbie #1098
Detective Patricia Michaud #762
Detective Robert Milligan #773
Detective Robert Papineau #740
Detective Joumana Quzor #763
Detective Martin Rodrigues #729
Detective Bryan Shea #746
Detective Thomas Thompson #753
Detective Tracey Turner #738
Constable William Anderson #730
Constable Steven Horner #767
Constable Michael Kassay #733
Constable Daniel Kerr #778
Constable Aileen Nixon #765
Constable David Saunders #777
Constable Bernadette Wheeler #1496
Constable Robert Worthman #743

CIVILIAN 20-YEAR PIN

Kerry Bloxam #5162
Joanne Cepelak #5154
Kimberlie Dracup #5164
Elizabeth Duivenvoorden #5168
Linda Jordan #5159
Marianne Kassay #5146
Anne Longhurst #5158
Cheryl Ralph #5157
Lee-Ann Russell #5165
Jill Smith #5150
Lynn Stewart #5169
Alice Windsor #5153

SERVICE EXCELLENCE



CHIEF OF POLICE AWARD

Constable Gregory Barnes #994
Constable Nicole Bernard #1717
Constable Brian Hoult #1764
Constable Jarrett Thomas #1904
Constable Aaron Ladouceur #1568
Constable Colin Leung Hip #1411
Constable Malcolm MacDonald #1534
Constable Jessica Root #1746
Constable Patrick Sprigg #1139
Constable Larry Wood #990

POLICE APPRECIATION NIGHT POLICE OFFICERS OF THE YEAR

FOR EXCELLENCE IN POLICING
Staff Sergeant Bradley Bulmer #201

FOR BRAVERY IN THE LINE OF DUTY
Constable David Flood #1451
Constable Robert Hands #909
Constable Dustin Lemmon #1879
Constable Danielle Morrison #1462
Constable Jessica Root #1746

ROB PLUNKETT OUTSTANDING SERVICE
TO THE COMMUNITY
Inspector Gary Miner #221

HERBERT H. CARNEGIE AWARD
Constable Johnny Campuzano #1212

CIVILIAN RECOGNITION

Jo-Ann Brown #5488

BILL MILLER MEMORIAL AWARD

Detective Roderick Ramage #379

DEB YOUNG MEMORIAL AWARD

Cliff Aguiar #5714

ROB PLUNKETT MEMORIAL TORCH RUN AWARD

Chief (Retired) Armand La Barge #334
Special Olympian Ryan Damiani

RECRUIT CLASS AWARDS

WILLIAM GRANT AWARD

FOR PHYSICAL FITNESS

Constable Rohan Morgan #2022
Constable Christopher Morrison #2073
Constable Ashley Tataryn #2039

DOUGLAS TRIBBLING AWARD

FOR LEADERSHIP

Constable James Cho #2070
Constable Brian Darroch #2038
Constable Scott Simpson #1997



SERVICE EXCELLENCE

**THOMAS DESROCHERS AWARD
FOR ACADEMIC EXCELLENCE**
Constable Melissa Guindon #2033
Constable Victoria Masson #2062
Constable Robert Rogowski #2008

**DOUGLAS HALL VALEDICTORIAN AWARD
FOR LIFE-LONG LEARNING**
Constable Gavin Disch #2013
Constable Derek Dybenko #2042
Constable Shawn Elliot #2071

TRAINING AWARDS

**WILLIAM THORPE AWARD
FOR TRAINING EXCELLENCE**
Constable Matthew McGlynn #1800

**THE KEITH FREEMANTLE AWARD
FOR TRAINER EXCELLENCE**
Constable Enzo Coletta #1029

VOLUNTEER OF THE YEAR AWARDS

Police Auxiliary Unit – Ivan Nikolic
Community Volunteer – Don Pratt
Male Chorus – Donna Corbett
Pipes and Drums – Sarah Cunneyworth
Rovers – Kevin Marden
Venturers – Danny Lau
Youth Band – Theodore Toulis
Victim Services of York Region – Rick Massa

COMMUNITY VOLUNTEER OF THE YEAR AWARD

David Jeanneret

2010 RETIREES

Chief Armand La Barge #334
Superintendent Wesley Bonner #26
Inspector Terry Creighton #198
Staff Sergeant Everton Ellis #65
Staff Sergeant Donovan Hunt #280
Detective Sergeant Daniel Kierstead #452
Detective Sergeant Frank Taylor #58
Sergeant Kerry Robinson-Vincent #105
Detective Claude Chapados #714
Detective Timothy Gore #161
Constable Douglas Cooper #145
Constable Joseph Fiume #414
Constable Martin Lennon #157
Constable Stephen McCullough #232
Constable Wayne McDonald #178
Constable Rick McGowan #195
Constable Kevin McNabb #74
Constable George Rorke #199
Constable Joseph Solski #213
Constable James Thayer #242
Constable Timothy Thorpe #202
Paul Dumoulin #6023
Sandra Sommerville #5203
Susan Thompson #5184

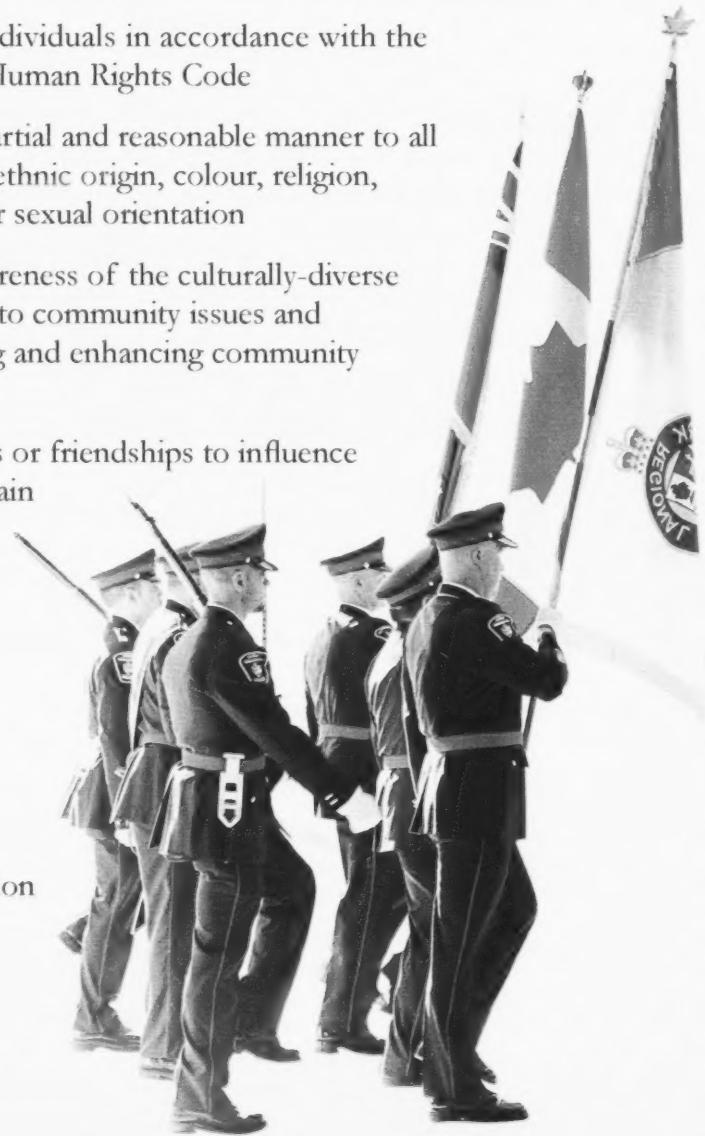
YORK REGIONAL POLICE

CODE OF PROFESSIONAL ETHICS



In the conduct of their services, all members of York Regional Police:

- Understand their primary responsibility is to share with the community the responsibility for improving quality of life by safeguarding lives and property, preventing and investigating offences and preserving peace and order
- Are guided by the Values of the Service which include integrity, community, respect, accountability, competence, leadership and teamwork
- Appreciate the importance and responsibility of their positions as a symbol of public faith, adhering to the same standards of conduct that they are bound by duty to enforce
- Preserve the rights and freedoms of all individuals in accordance with the Canadian Charter of Rights and Ontario Human Rights Code
- Faithfully administer the law in a just, impartial and reasonable manner to all individuals, regardless of race, national or ethnic origin, colour, religion, gender, age, mental or physical disability, or sexual orientation
- Understand and encourage continuing awareness of the culturally-diverse nature of York Region, remain responsive to community issues and concerns, and are committed to developing and enhancing community partnerships
- Never permit personal feelings, animosities or friendships to influence professional decisions and actions and refrain from accepting gratuities or favours that may compromise them as individuals or members of York Regional Police
- Perform their duties within the limits of authority and recognize the importance of consistently enhancing their level of knowledge and competence
- Ensure good faith in all their actions and respect the confidentiality of any information obtained in the course of duty
- Remain faithful in their allegiance to Canada and strive to attain excellence in the performance of their duties





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CHALLENGE YOURSELF EVERY DAY

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